
C. T. Foster, Professor and Department Chair

Department of Geoscience

University of Iowa

Iowa City, IA 52242 USA

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- Did anyone inform the reporting party (RP) or her father there is strong reason to believe that two men had sexual intercourse with her?
- Was the father informed his daughter can talk to the police and give a report and still request that it not go forward to the County Attorney (CA) unless she so desires? (NOTE: the Sexual Assault-Resource and Referral Options.pdf under, Contact the Legal Authorities seems to indicate that reporting to the CA is automatic; we allow the RP of a sexual assault to make that decision.)
- During the interviews, was the RP informed she could have RVAP present?

Thank you and I look forward to your reply. Chuck

From: Curtis, Mary C
Sent: Thursday, November 08, 2007 8:04 PM
To: Green, Charles D
Subject: Additional Resources - Sexual Assault Incident

Chuck,

Fred Mims said you stopped by and picked up copies of the investigation reports we turned over to the General Counsel's Office and EOD. He said he forgot to give you these two resource documents we had when we met with the father. To be honest, my notes do not indicate that we gave the dad our SA Incident Procedures Chart. It is really an internal document. However, he had questions about the University policy and how an informal and formal complaint process worked. Even though I answered those questions in the meeting, I could see he had his doubts so I actually gave him a printout of the UI Sexual Harassment Policy (<http://www.uiowa.edu/~our/opmanual/ii/04.htm>). When we met with him again, he had clearly read and digested the contents, and seemed to have a good level of comfort and understanding with the options presented within and to his daughter.

We also gave him a copy of our *Sexual Assault Resource and Referral Options*. This is a resource document we distribute internally AND give to all of our student-athletes for when we discuss sexual assault and harassment during their annual certification meetings.

If you have any questions, let me know. The pertinent facts from all of the interviews I conducted are incorporated into the reports Fred gave you. I did not type my notes up separately.

Mary

Mary C. Curtis, Ph.D.
 Associate Director of Athletics
 HR, Compliance and Sport Administrator
 Phone: 319 335-9957
 Fax: 319 335-9333

IOWA SWIMMING & DIVING TEAM POLICIES

(Updated 7/28/2004, 7/5/2005, 7/13/2006, 6/11/2007)

To participate with the University of Iowa Swimming & Diving team, all athletes must abide by the following guidelines. These guidelines in addition to the State of Iowa Laws, University of Iowa Codes, and Athletic Department Policies form the framework for training and competing as a University of Iowa Swimmer or Diver. More information concerning general university guidelines can be found in the Student-Athlete Handbook

General

1. Academics are a priority at Iowa. Failure to attend class or any required Learning Center/Tutor/Advisor Session may result in suspension from practice and/or competitions.

- Six hours of Study Table a week are *required* for all first semester athletes.
- Second semester athletes that achieve a 3.0 GPA or higher after their first semester may drop to four hours until the completion of their second semester.
- During their first year of school, any first or second semester persons below a 3.0 must maintain six hours.
- Third semester and beyond swimmers who are between 2.5 – 2.99 cumulative GPA must maintain four hours a week of study table.
- Any third semester and beyond athlete below 2.5 cumulative, must maintain 6 hours of study table a week throughout the academic year.
- If you maintain a 3.0 cumulative or higher following your second semester, you will have no required study table.

* Attendance is mandatory unless excused by your assigned Athletic Student Services Advisor in association with the Head Coach. Failure to attend all required Learning Center/Tutor/Advisor, or class sessions throughout the academic year (and/or required summer term sessions) will result in make-up sessions or withholding from practice, functions, and/or competitions. Repeated violations may result in dismissal from the Team. This will be monitored by our assigned Academic Advisor and the Coaching Staff.

Long, Marc L

From: Parker, Nancy L
Sent: Friday, November 09, 2007 12:29 PM
To: Long, Marc L
Cc: Wulf, Troy A; Dawson, Melissa J; Winkelmann, Andrew D
Subject: FW: Mentors in Violence Prevention (MVP) Trainings Team Schedule

Marc,
Because of logistics concerns, the MVP training for Men's Swimming will NOT take place next week. We will schedule this team and others the next time MVP training staff returns to Iowa.

Training for Women's Swimming will take place as originally scheduled Wed, Nov 14 7:30-9:00 pm in Hillcrest Private Dining. PLEASE NOTE THE ROOM CHANGE.

Thanks for your cooperation.

Nancy Parker

From: Parker, Nancy L
Sent: Wednesday, November 07, 2007 6:24 PM
To: Long, Marc L
Cc: Mims, Willie F; Barta, Gary A; Meyer, Jane C; Dawson, Melissa J; Wulf, Troy A
Subject: Mentors in Violence Prevention (MVP) Trainings Team Schedule

Marc:

This follows an e-mail message sent Nov 2 alerting you to the Mentors in Violence Prevention (MVP) Program trainers on campus Wed-Thur, Nov 14-15, 2007 to meet with student athletes. This educational opportunity is made available this year by the Big Ten Conference Office. A hard copy of this note is in campus mail.

Several training sessions have been scheduled over the 2-day period to maximize the chances for students to attend. The single-gender sessions will accommodate up to a maximum of 35 students, last 90 minutes and be conducted in the Carver Big Ten/Iowa Rooms.

The following times have been reserved for your teams:

Men & Women Wed, Nov 14 7:30-9:00 pm

Attendance will be taken. Students who have class obligations are excused. Because this is a department-wide event, we ask you to inform your students and work with those who can to attend.

You and your staff are invited to attend an information session conducted by the MVP Program Staff for coaches and department staff Thursday, November 15 from 11:00-12:00 noon in the Carver Big Ten Room.

The Mentors in Violence Prevention (MVP) Program motivates student-athletes and student leaders through gender violence prevention trainings to play a key role in solving problems that historically have been considered "women's issues": rape, battering and sexual harassment. The MVP Program encourages men and women to work together in preventing violence against women. Employing a bystander behavior-approach to prevention, the MVP Program views student athletes and student leaders as empowered bystanders, not potential perpetrators or victims, who can confront abusive peers. Male and female student athletes across the country who have been through the training overwhelmingly report the sessions as worthwhile, important, enlightening and relevant.

If you have questions about the program or the schedule, please contact Nancy Parker or me.

Fred Mims

Long, Marc L

From: Long, Marc L
Sent: Friday, November 09, 2007 12:50 PM
To: 'robert-pinter@uiowa.edu'; DeBord, Frances J; Pearson, Irene V; Hampleman, Kirk
Subject: FW: Mentors in Violence Prevention (MVP) Trainings Team Schedule

Please note the change and make adjustments on our intranet and postings.

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Fred Mims

From: Long, Marc L
Sent: Friday, April 11, 2008 9:40 AM
To: DeBord, Frances J
Cc: Pinter, Robert D; Hampleman, Kirk
Subject: Outside Comp. Reminder

We need to remind the team that we have to complete an outside comp. form for anyone swimming in the ICE meet May 3 & 4. They must also swim unattached. I have to get the form in as soon as possible. Please let me know today!

Thanks,

Marc

Please post this on our intranet with a reminder to not schedule anything before 9:00 a.m. M, W, & F (our practice runs from 6:30 - 8:30 a.m., so 9:00 a.m. class isn't ideal), and 8:30 a.m. on **Tuesday** morning (our practice runs until 6:30-8:00 a.m.). Thurs. morning is off. The M-F afternoons remain the same with a 2-4:00 p.m. practice.

Please contact me if you have any questions.

Marc

Women 2:00 pm

Field House

Weight Workouts followed with Swim

Finals Week – M 5/14, W 5/21, F 5/23

6:30 am or 2:00 pm

Sincerely,

Coach Maxwell

Bill Maxwell

18 Recreation Building

University of Iowa

Iowa City, IA 52242

Office 319-335-8870

"We control our attitude or it controls us."

2007-2008 Equipment Size Sheet

Please fill out this sheet and return to frances-debord@uiowa.edu or Frannie DeBord, E203 Field House, The University of Iowa, Iowa City, IA 52242.

T- Shirt: _____

Mesh Shorts: _____

Nike Running Shoe: _____

Deck Sandals: _____

Sports Bra (Women only: S, M, L, XL): _____

Meet Warm-Up Top: _____

*These are Nike and run large.

Meet Warm-Up Bottom: _____

*These are Nike and run large.

Nike Sweat Shirt: _____

Nike Sweat Pants: _____

Nike Deck Coat: _____

Nike Practice Suit (Polyester): _____

Nike Meet Suit (Nylon/Spandex): _____

Nike SWIFT or HYDRA Suit and Size: _____

* The Nike SWIFT suit has silicone along the edges and does run small.

Fin Size (5-7, 7-9, 9-11, 11-13): _____

Goggle Preference (style & color): _____

Incoming Freshman,

Tuesday the 28th from 3-5pm you will meet with the athletic training staff at the Field House Training Room (206 Field House, just off the main gym). At this time we will cover your preliminary health

questionnaires and partake in a health screening. This is required for all incoming freshman and for those that will be joining the team.

Thursday the 30th at 5:45pm you are to meet in front of the Field House Training Room for freshman pre-participation exams. From the Training Room, you will be escorted by staff to the University of Iowa Hospitals and Clinics and the Dental Building. These physicals will include the rest of the incoming athletes so they may take some time. A good idea would be to bring homework or a book to keep you busy.

Returning Swimmers and Divers,

The athletic training staff will handout required interim health questionnaires in your Wednesday August 29th meeting at 3pm.

These questionnaires will take approximately 10 minutes and are required for your medical files. Therefore, it is imperative that you are there, and we are able to fill these out. At this time you will also meet your new 3rd Year Athletic Training Student. Please return any unused equipment that you have checked out from the Field House Training Room at this time.

Swimming Training/Swimming & Diving Meeting Schedule
2007-2008 Pre-Season Daily Schedule
August 27 – September 09, 2007

Monday 8/27	Tuesday 8/28	Wednesday 8/29	Thursday 8/30	Friday 8/31	Saturday 9/01	Sunday 9/02
Open Lifting @ CHA: 1-5pm. <i>Please get four lifts in this week on your own schedule. *Incoming swimmers/divers cannot lift or workout until after their physical on 8/30.</i>	Open Lifting @ CHA: 1-5pm.	Open Lifting @ CHA: 1-3:30pm.	Open Lifting @ CHA: 1-5pm.	Open Lifting @ CHA: 1-5pm.	OFF	OFF
3:00-5:00pm: Returners Certification. GLC. <i>Open swimming for returning swimmers only. *Coaches available Upon specific request.</i>	3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	3:00-7:00pm <i>Team Meeting + Team Picnic</i>	3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	FYI: Open swim hours from 10:30am – 1:30pm and 7-9pm	FYI: Open swim hours from 1-4pm and 7-9pm.	OFF
Monday 9/03	Tuesday 9/04	Wednesday 9/05	Thursday 9/06	Friday 9/07	Saturday 9/08	Sunday 9/09
OFF	6am – 7:30am Team lift at CHA. Required.	OFF	6am – 7:30am Team lift at CHA. Required.	OFF * Recruits on Campus! ☺	7:00am – 11am. CHA/FH First Official Practice. BE READY!!	OFF
3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	3:00-5:00pm <i>Pool open for Voluntary Swim. *Coaches available Upon specific request.</i>	7:00pm IOWA Vs. SYRACUSE KINNICK!	OFF

Swimming Training/Swimming & Diving Meeting Schedule
2007-2008 Pre-Season Daily Schedule
August 27 - September 09, 2007

Sample Electronic Social Networking Guidelines for Departments of Athletics

The National Student-Athlete Advisory Committee (SAAC) has developed the following guidelines to help your institution prevent problems that might emerge with improper usage of social networking websites.

Guidelines for an Institutional Agreement

As a student-athlete, I realize that because I am an ambassador to my institution, I am subject to a higher code of conduct than my student counterparts. Therefore, in order to preserve my electronic presence*, I am committed to:

1. Posting only appropriate personal information to my profile
 - a. I will omit my phone number or address in my profile
 - b. I will only list appropriate e-mail addresses and nicknames
 - c. I will not include my schedule, spring break plans, or any other information that will allow potential stalkers to know my whereabouts
2. Monitoring electronic photo albums.
 - a. I will not take photos that would be considered inappropriate**.
 - b. If an inappropriate photo is taken, I will ask the photographer to refrain from posting the picture on the internet or, at the very least, to exclude me when tagging pictured individuals.
 - c. I will frequently check my tagged photos. If I find an inappropriate photo tagged to my name, then I will un-tag it and ask the photographer to delete the picture from their album.
 - d. I will set all personal photo albums to "visible to friends only." This will help protect me from potential stalkers and will limit the exposure of any inappropriate photos that I may have unintentionally included in the posting process.
3. Monitoring postings
 - a. I will ensure that the postings on my "wall" are appropriate
 - b. I will not post any message that is considered inappropriate
4. Allowing only friends and acquaintances to join my group of friends.
5. Setting parameters so that only people I accept as friends may view my profile.
6. Monitoring social network usage among my teammates.
 - a. I realize that a team is only as successful as its weakest link and therefore I am committed to ensuring that my team does not make choices that could result in team-affecting consequences, due to improper social networking website usage.
 - b. If I do not feel comfortable with confrontation, then I will discuss the issue with my coach or another teammate and have him or her resolve the issue.
7. Joining only appropriate groups.
 - a. After joining an appropriate group, I will continually monitor it to ensure that the group name or focus does not become inappropriate.
 - b. I will not create a group that is inappropriate
8. Using social networking sites in a way that is non-malicious.

- a. I will not use social networking sites in a way that will harm others, especially coaches or teammates.
 - b. I will not use social networking sites to disrespect my opponents.
9. Staying up to date on new website features and making a consistent effort to ensure that these new evolutions do not compromise me or my institution.
10. Representing myself in a professional manner while using social networking sites.
 - a. As a student-athlete, I realize that I am an ambassador to my institution, and because of this great responsibility, I must conduct myself in a proper manner while on these websites.
 - b. I realize that potential employers, graduate school program administrators, and others outside of my peer group may view my profile, and that what I post may have an effect on my future employment or professional reputation.

*Electronic presence refers to a student-athlete's involvement in an electronic community.

**Inappropriate content is anything that is illegal, or that your institution and or athletic department may deem as inappropriate. This list may include but is not limited to: partial or total nudity, underage consumption of alcohol, hazing activities, tobacco use, obscene gestures, derogatory statements or vulgar language.

Guidelines for Institutional Action

The intent of this document is not to restrict the civil liberties of student-athletes. It is intended to preserve the use of social networking sites for student-athletes across the nation so that they may continue to utilize their communication and networking possibilities.

Student-athletes believe that there should be a division-wide guideline for institutional action. They want a statement that clearly delineates the consequences for improper use of social networking sites. Such a statement should include the following criteria.

1. We believe that there should be a designated clean-up period after the first infraction before a suspension from athletic competition is invoked. If the student-athlete in violation corrects the mistake in judgment during this clean-up period, then we believe that their suspension should be eliminated or shortened to reflect such action. A twenty-four hour window is acceptable. This exclusion may not apply to severe offenses.
2. Upon a second infraction, a student-athlete's electronic social networking privilege should be suspended for a year and the student-athlete should serve the full suspension from athletic competition (designated by the athletics department) without exception, as long as he or she is a student-athlete representing that institution.
3. If the student-athlete continues to use social networking websites during their one year suspension, then the institution should consider a one year suspension of the student-athlete from athletic competition along with the permanent loss of social networking site privileges. Façade

ISAAC Minutes 9-9-07

Begin: 8:00pm

End: 8:48pm

- I. Approval- Greg Holm; Second- Dan Holterhaus
- II. 2007-08 Goals
 - a. leadership education
 - b. increase student athlete awareness of ISAAC
 - c. increase service among student athletes
 - i. 2 activities/team; 1/semester
 - ii. compilation of options available upon request
- III. Attendance Policy
 - a. 2 unexcused absences allowed, for each subsequent absence:
 - i. written reminder
 - ii. notification of coach
- IV. Vice Chair report (Molly)
 - a. PCA Meeting: Big10 Network
- V. Secretary report (Emily)
 - a. Facebook group for ISAAC
 - b. Committee signup
 - c. Attendance
- VI. UISG (Andy)
- VII. Service report (Kim)
 - a. Day of Caring
 - b. Pictures needed for Ann Bell sports series
 - c. Volunteer opportunity with WILD
 - i. Last week in Sept, contact Kim if interested
- VIII. Social report (Jake)
 - a. Team pairing, email Jake Moore if interested
- IX. Life Skills report (Andrej)
 - a. Leadership education- professional speakers
 - b. International Student Athlete social information
- X. Hawkeye Pride report (Greg)
 - a. Mentor 5th and 6th graders at Roosevelt Elementary. Contact Greg Holm if interested
- XI. Student Athlete Kickoff feedback
 - a. Speaker was enthusiastic and interesting
 - b. Improved change of location
 - c. Good food, but line was too long and discouraged many student athletes
- XII. NCAA updates (Fred)
 - a. Mondays are women's athlete days on Big10 network
- XIII. Team Issues
 - a. Volleyball: CARA forms
 - b. W. Track: Increase of Friday classes effecting traveling
 - c. Softball: Online student phone directory awareness
 - d. M. Swimming, X-country, Rowing, Gymnastics- parking on football weekends

- i. Parking passes available for \$21/month at hospital clock tower, Carver and the Rec building. Contact Fred if interested in purchasing.

XIV. Facebook Policy Handout

- a. Proactive approach to safeguarding rights
- b. Get ideas for 3rd ISAAC meeting with Gary Barta present, signoff for all student athletes
- c. Self monitoring?
- d. What happens when code of conduct is broken?

Next Meeting Date: 9-30-07

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 - b. Improved change of location
 - c. Good food, but line was too long and discouraged many student athletes
- XII. NCAA updates (Fred)
 - a. Mondays are women's athlete days on Big10 network
- XIII. Team Issues
 - a. Volleyball: CARA forms
 - b. W. Track: Increase of Friday classes effecting traveling
 - c. Softball: Online student phone directory awareness
 - d. M. Swimming, X-country, Rowing, Gymnastics- parking on football weekends

- i. Parking passes available for \$21/month at hospital clock tower, Carver and the Rec building. Contact Fred if interested in purchasing.

XIV. Facebook Policy Handout

- a. Proactive approach to safeguarding rights
- b. Get ideas for 3rd ISAAC meeting with Gary Barta present, signoff for all student athletes
- c. Self monitoring?
- d. What happens when code of conduct is broken?

Next Meeting Date: 9-30-07

Iowa Swimming Training Calendar and Meetings for Swimmers and Divers
October 1-14, 2007

Monday 10/01	Tuesday 10/02	Wednesday 10/03	Thursday 10/04	Friday 10/05	Saturday 10/06	Sunday 10/07
6:30am-8:00am Swim @ FH – Kick Focus Intrasquad Draft Immediately following practice.	6am – 7:30am Team lift at CHA.	OFF	6am – 7:30am Team lift at CHA.	6:30am- 8:00am Swim @ FH.	8:15am TEAM PICTURE! 10am BLACK & GOLD INTRASQUAD!	OFF Study! Rest!
2-4pm: Gold 3-5pm: Black/Swing	2-4pm: Gold/Swing 3-5pm: Black	2-4pm: Gold 3-5pm: Black/Swing	2-4pm: Gold/Swing 3-5pm: Black	2-4pm: Gold 3-5pm: Black/Swing		OFF Study! Rest!
Monday 10/08	Tuesday 10/09	Wednesday 10/10	Thursday 10/11	Friday 10/12	Saturday 10/13	Sunday 10/14
6:30 – 8:00am Swim (FH)	6am – 7:30am Team lift at CHA.	OFF	6am – 7:30am Team lift at CHA.	*6:00 – 8:00am Swim (FH) **Recruits on Campus!! ☺	6:30am -10am Lift at CHA, Swim at FH White Group at Field House	9am recruit send- off/breakfast @ Fillcrest (optional) OFF Study! Rest!
2-4pm: Gold 3-5pm: Black/Swing	2-4pm: Gold/Swing 3-5pm: Black	2-4pm: Gold 3-5pm: Black/Swing	TRAVEL TO WI!!! Details to follow. ☺	2-4pm: Gold 3-5pm: Black/Swing	11:05 IOWA vs. ILLINOIS @ KINNICK! Go Hawks!!!	OFF Study! Rest!

Iowa Swimming Training Calendar and Meetings for Swimmers and Divers
October 1-14, 2007

BLACK AND GOLD INRA SQUAD
10:00am, October 6, 2007
The Field House Pool, Iowa City

Friday, October 5th

6:00am TEAM practice at Field House Pool.

3:00pm Weights and Dryland at CHA.

Saturday, December 9th

8:00am Arrive at The Field House

8:15am TEAM PICTURE – SMILE! ☺

8:30am Team Warm-Up Begins

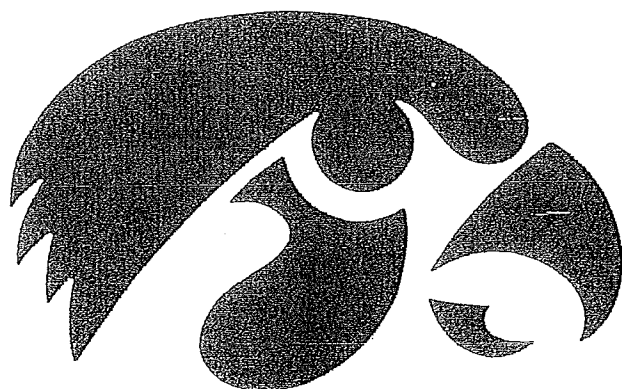
10:00am Meet Start! GO HAWKS!!!!

TEAM ATTIRE SATURDAY:

Issued Nike Team Warm-Ups. White Nike T-Shirt.
Black Swim/Dive Mesh Shorts.
Issued Nike Shoes or Flip-flops.
Iowa Ball cap if wearing a hat.

Order of Events:

200 Medley Relay
1000 Freestyle
200 Freestyle
100 Backstroke
100 Breaststroke
200 Butterfly
50 Freestyle
15 Minute Break
100 Freestyle
200 Backstroke
200 Breaststroke
500 Freestyle
100 Butterfly
15 Minute Break
200 IM
400 Freestyle Relay



University of Iowa Vs. University of Wisconsin, Madison
5:00pm, October 11, 2007
Madison, Wisconsin

Wednesday, October 10th

**** Make sure you have 2 pairs of goggles, a meet cap and a meet suit. You are responsible for bringing your own equipment.**

**** Make sure you have communicated with professors & teachers.**

Thursday, October 11th

7:00am Team Swim – The Field House Pool. (We will NOT lift this morning)

10:45am Load Bus in front of The Field House ~ bring your water bottle on bus!
**** Remember 2 pairs of goggles, meet suit, meet cap, meet towel, pack in issued bags****

11:00am Depart Iowa City.
*Lunch on the Bus –Hungry Hobo Sandwiches/Fruit/Water/Poweraide

2:45pm Approximate Arrival in Madison – change in locker rooms (No deck changes).

3:00pm Team Stretch & Warm-Ups

4:45pm Clear the pool.

5:00pm **MEET START! GO HAWKS!! ☺**

7:30pm Approximate Meet Finish ~ Team Warm Down
Load Bus immediately following Team Warm Down.
DINNER SUPPLIED ON BUS!

11:30pm Approximate arrival in Iowa City.

Friday, October, 12th

6:30am Swim at Field House.

11:45am **RECRUITS – Lunch @ The Summit.**
* Stop by if you have a chance! ☺

***Regular Afternoon Practice Schedule.**

EVENT ORDER (W then M)

200 Medley Relay
1000 Free
200 Free
100 Back
100 Breast
200 Fly
50 Free
One Meter Diving
100 Free
200 Backstroke
200 Breaststroke
500 Free
100 Fly
Three Meter Diving
200 IM
400 Free Relay

TEAM ATTIRE:

Travel to Madison: Hooded Nike Sweats, White Nike T-shirt, Issued Nike Shoes.

On Deck: Nike Warm-Ups, Black Nike Shorts, White Nike shirt, team flip-flops (if wearing flip-flops), Iowa Swimming Hat/Stocking Cap (if wearing hat/cap), Issued Towel & Bag/Pack.

Travel back to Iowa City: Hooded Nike Sweats and Gold Nike Shirt. Issued Shoes.

University of Iowa Vs. University of Minnesota
4:00pm, October 19, 2007
The Field House Pool, Iowa City

Thursday, October 18th

- ** Make sure you have 2 pairs of goggles, a meet cap and a meet suit.
- ** Make sure you have communicated with professors & teachers.

Friday, October 19th

7:00am Team Swim – The Field House Pool

10:00am Ground Breaking Ceremony held in North Gym – OPTIONAL!
Plan to wear your Nike Warm-ups if you attend. Thank you.

NOON Eat a Healthy Lunch ~ whole grains & protein!

2:15pm Arrive at The Field House Pool.

2:30pm Team Stretch on Deck ~ wearing White Nike T's & Black Nike Shorts.

2:45pm Team Warm-up.

4:00pm **MEET START! GO HAWKS!! ☺**

6:30pm Approximate Meet Finish ~ Team Warm Down
Jimmy John Sandwiches available post-meet

REFUEL PROPERLY!! Get Ready for a Great Practice Tomorrow!

Saturday, October, 22nd

6:30am Team Lift/Dryland at CHA
Followed by Team Swim

7:00am White Group in the water at FH.

TEAM ATTIRE:

Issued Nike Warm-Ups, White Nike T-Shirt,
Black Nike Shorts.
Issued Flip-Flops or Issued Nike Shoes.
Iowa Swimming Hat/Stocking Cap if
wearing a Hat/Cap.

EVENT ORDER (W then M)

200 Medley Relay (1 heat)
1000 Free (1 heat)
200 Free (1 heat)
100 Backstroke (1 heat)
100 Breaststroke (1 heat)
200 Butterfly (1 heat)
50 Free (2 heats)
15 minute break
100 Free (2 heats)
200 Backstroke (1 heat)
200 Breaststroke (1 heat)
500 Free (1 heat)
100 Butterfly (1 heat)
10 minute break
200 IM (1 heat)
400 Free Relay (1 heat)

University of Iowa Hawkeyes Vs. Michigan State University Spartans
5:00pm, October 26, 2007
The Field House Pool, Iowa City

Thursday, October 25th

- ** Make sure you have 2 pairs of goggles, a meet cap and a meet suit.
- ** Make sure you have communicated with professors & teachers.

Friday, October 26th

- 7:30am Team Swim – The Field House Pool
- 12:30am Eat a Healthy Lunch ~ whole grain Carbs and Protein!
- 3:15pm Arrive at The Field House Pool.
- 3:30pm Team Stretch on Deck ~ wearing White T's & Black Swim/Dive Mesh Shorts.
- 3:30pm TEAM Warm-Up.
- 5:00pm **MEET START! GO HAWKS!! ☺**
- 7:30pm Approximate Meet Finish ~ Team Warm Down

Saturday, October, 27th

- 6:30am All Groups at Carver Hawkeye Arena.
Strength Training and Dryland. Swim.
- 11:10am **FOOTBALL SATURDAY**
IOWA VS. MICHIGAN STATE FOOTBALL!

TEAM ATTIRE:

Issued Nike Warm-Ups, White NIKE T-Shirt, Black Nike Mesh Shorts.
Issued Iowa Flip-Flops or Issued Nike Shoes.
Iowa Swimming Cap/Stocking Hat if you are wearing a cap/hat.

EVENT ORDER (W then M)

200 Medley Relay (1 heat)
1000 Free (1 heat)
200 Free (1 heat)
100 Backstroke (1 heat)
100 Breaststroke (1 heat)
200 Butterfly (1 heat)
50 Free (2 heats)
20 minute break
100 Free (2 heats)
200 Backstroke (1 heat)
200 Breaststroke (1 heat)
500 Free (1 heat)
100 Butterfly (1 heat)
15 minute break
200 IM (1 heat)
400 Free Relay (1 heat)

University of Iowa Vs. University of Nebraska and University of Nevada, Reno
11:00am, November 3, 2007
Lincoln, Nebraska

Thursday, November 1st

- ** Make sure you have 2 pairs of goggles, a meet cap and a meet suit. You are responsible for bringing your own equipment.
** Make sure you have communicated with professors & teachers.

Friday, November 2nd

7:30am Team Wake Up Swim – The Field House Pool.

Noon Load Bus in front of The Field House ~ bring your water bottle on bus!
** Remember 2 pairs of goggles, meet suit, meet cap, meet towel, pack in issued bags**
Depart Iowa City.
*Lunch on the Bus

5:30pm Approximate Arrival in Lincoln, NE – Check into Hotel – Embassy Suites.

6:00pm Team Dinner at Misty's Steak House.

7:30pm Team Swim at University of Nebraska Pool.

10:30pm All team members in their own rooms.

Good Night! ☺

Saturday, November 3rd

7:45am Breakfast in the hotel.

9:00am Load Bus and Depart Hotel.

11:00am MEET START! GO HAWKS!!! ☺

1:30pm Approximate meet finish.
Load Bus and Head Home.

Dinner in Des Moines!

8:30pm Approximate arrival in Iowa City

EVENT ORDER (W then M)

200 Medley Relay
1000 Free
200 Free
100 Back
100 Breast
200 Fly
50 Free
One Meter Diving
100 Free
200 Backstroke
200 Breaststroke
500 Free
100 Fly
Three Meter Diving
200 IM
400 Free Relay

TEAM ATTIRE:

Travel to Lincoln: Hooded Nike Sweats, CHA T-shirt, Issued Nike Shoes, Issued Nike Parka.

On Deck: Nike Warm-Ups, Black Nike Shorts, White Nike shirt, team flip-flops (if wearing flip-flops), Iowa Swimming Hat/Stocking Cap (if wearing hat/cap), Issued Towel & Bag/Pack.

Travel back to Iowa City: Hooded Nike Sweats and Gold Nike Shirt. Issued Shoes.

University of Iowa Hawkeyes Vs. Purdue University Boilermakers
5:00pm, November 9, 2007
The Field House Pool, Iowa City

Thursday, November 8th

- ** Make sure you have 2 pairs of goggles, a meet cap and a meet suit.
** Make sure you have communicated with professors & teachers.

Friday, November 9th

6:30am Women's Team practice + Salhus

7:30am Men's Team Swim – The Field House Pool

12:30am Eat a Healthy Lunch ~ whole grain carbs!

2:00pm Treatment in Training Room if needed – communicate with the training room and adjust your schedule so to be on time for 2:30 Talk.

2:30pm Talk with Legendary Iowa alumni!
Staff Lounge

3:30pm Team Stretch on Deck ~ wearing White T's & Black Nike Mesh Shorts.

3:40pm TEAM Warm-Up.

5:00pm **MEET START! GO HAWKS!! ☺**

7:00pm Approximate Meet Finish ~ Team Warm Down
*Hungry Hobo Sandwiches *

Saturday, November 10th

6:30am White Group at FH.

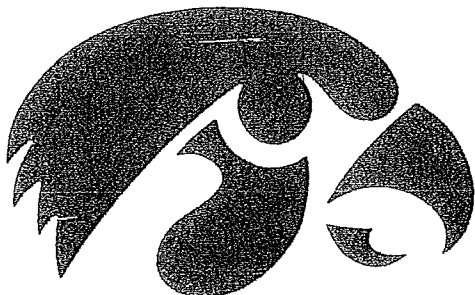
6:30am Strength Training, Dryland & Swim

TEAM ATTIRE:

Issued Nike Warm-Ups, White NIKE T-Shirt, Black Nike Mesh Shorts.
Issued Iowa Flip-Flops or Issued Nike Shoes.
Iowa Swimming Cap/Stocking Hat if you are wearing a cap/hat.

EVENT ORDER

200 Medley Relay
1000 Free
200 Free
100 Backstroke
100 Breaststroke
200 Butterfly
50 Free
15 minute break
100 Free
200 Backstroke
200 Breaststroke
500 Free
100 Butterfly
10 minute break
200 IM
400 Free Relay



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Individuals with disabilities are encouraged to attend all University of Iowa events. If you are a person with a disability and require an accommodation in order to participate in this event, please contact the Pomerantz Career Center at 319-335-1023.

University of Iowa Vs. Truman State University
6:00pm, November 16, 2007
Kirksville, MO

Thursday, November 15th

**** Make sure you have 2 pairs of goggles, a meet cap and a meet suit. You are responsible for bringing your own equipment.**
**** Make sure you have communicated with professors & teachers.**

Friday, November 16th

7:30am Team Swim – The Field House Pool.

NOON Load Bus in front of The Field House ~ bring your water bottle on bus!
**** Remember 2 pairs of goggles, meet suit, meet cap, meet towel, pack in issued bags****

Depart from The Field House and Load at The Hall of Fame.

Depart Iowa City.

*Lunch on the Bus

*You do not swim until 6pm and will not eat again until ~ 8:45pm. Consider bring an extra sandwich or snack ~ be SMART with your choices ~ small deli sandwich, yogurt, wheat crackers, carrot sticks, etc!

3:30pm Approximate Arrival in Kirksville, MO

4:15pm Team Stretch & Warm-Up.

6:00pm **MEET START! GO HAWKS!! ☺**

8:30pm Approximate Meet Finish ~ Team Warm Down
Load Bus immediately following Team Warm Down.
DINNER SUPPLIED ON BUS

12:30am Approximate arrival in Iowa City.

TEAM ATTIRE:

Travel to Kirksville: Hooded Nike Sweats, White Nike Tshirt, issued team shoes or team flip-flops (if wearing footwear), Iowa Swimming Hat/Stocking Cap (if wearing hat/cap). Issued Nike Parka.

On Deck: Nike Warm-Ups, Black Mesh Shorts, White Nike shirt, issued team shoes or team flip-flops (if wearing footwear), Iowa Swimming Hat/Stocking Cap, Issued Towel & Bag/Pack.

Travel back to Iowa City: Hooded Nike Swats and Gold Nike Tshirt. Issued Nike Shoes. Issued Nike Parka.

EVENT ORDER (W then M)

400 Medley Relay
1000 Free
200 Free
100 Backstroke
100 Breaststroke
200 Butterfly
50 Freestyle
15 Minute Break
100 Freestyle
200 Backstroke
200 Breaststroke
500 Freestyle
100 Butterfly
10 Minute Break
200 IM
400 Freestyle Relay

Saturday, November 17th

8am – Swim/Dryland @ FH

Sunday, November 18th

5-7pm Swim @ FH. Meal \$ provided.

Monday, November 19th

7-9am Lift/Dryland @ CHA. Team breakfast provided @ CHA.

Sandwiches provided for lunch.

Tuesday, November 20th

2-4:30pm Swim @ FH. Team dinner provided.

7-9am Swim @ FH. Team breakfast provided @ CHA.

Meals provided for lunch.

Wednesday, November 21st

2-4:30pm Swim @ FH. Meal \$ provided for dinner.

6:30am – 9:30am Lift/Dryland/Swim @ FH. Frannie available for practice.

Free To Travel Home after practice.

One afternoon swim suggested.

Thursday, November 22nd

HAPPY THANKSGIVING!

*One aerobic swim suggested

Friday, November 23rd

TWO swims suggested – or One Swim/One Lift.

*5-7pm Frannie available to run practice @ FH.

Saturday, November 24th

One Swim and Dryland Session suggested.

*8:30am – Frannie available to run practice @ FH.

Sunday, November 25th

OFF

Monday, November 26th

6:30am – 8:00am Swim @ FH.

Normal Afternoon Schedule.

Tuesday, November 27th

Sleep In! No Morning Practice.

Normal Afternoon Schedule.

Wednesday, November 28th

7am – Swim @ FH.

NOON – Load Bus and Depart for Columbus.

*SEE OHIO STATE INVITE ITINERARY FOR FURTHER DETAILS AND MEET SCHEDULE. GO HAWKS!!!

Saturday, November 17 th	8am – Swim/Dryland @ FH
Sunday, November 18 th	5-7pm Swim @ FH. <i>Meal & provided.</i>
Monday, November 19 th	7-9am Lift/Dryland @ CHA. <i>Team Breakfast provided @ CHA.</i> <i>Early lunch – invited for lunch</i> 2-4:30pm Swim @ FH. <i>Team Dinner Provided</i>
Tuesday, November 20 th	7-9am Swim @ FH. <i>Team Breakfast provided @ CHA.</i> <i>Meal & provided for lunch</i> 2-4:30pm Swim @ FH. <i>Meal & provided for lunch</i>
Wednesday, November 21 st	6:30am – 9:30am Lift/Dryland/Swim @ FH. <i>Meal & provided for lunch</i> Free To Travel Home after practice.
Thursday, November 22 nd	HAPPY THANKSGIVING! *One aerobic swim suggested
Friday, November 23 rd	TWO swims suggested – or One Swim/One Lift. *5-7pm Frannie available to run practice @ FH.
Saturday, November 24 th	One Swim and Dryland Session suggested. *8:30am – Frannie available to run practice @ FH.
Sunday, November 25 th	OFF
Monday, November 26 th	6:30am – 8:00am Swim @ FH. Normal Afternoon Schedule.
Tuesday, November 27 th	Sleep In! No Morning Practice. Normal Afternoon Schedule.
Wednesday, November 28 th	7am – Swim @ FH. NOON – Load Bus and Depart for Columbus.

*SEE OHIO STATE INVITE ITINERARY FOR FURTHER DETAILS AND MEET SCHEDULE. GO HAWKS!!!

Iowa @ The Ohio State University Swimming & Diving Invitational
November 30-December 2
Columbus, OH

Tuesday, November 27th

** Make sure you have 2 pairs of goggles, a meet cap and a meet suit. You are responsible for bringing your own equipment.

** Make sure you have communicated with professors & teachers.

** REMINDER: FULL STUDY TABLE HOURS ARE REQUIRED THIS WEEK.

Travel Attire To and From Columbus, OH:

Black Nike Hooded Sweat Suit. Gold Nike T-Shirt. Issued Shoes. Issued Nike Parka.

**Please Pack in ONLY your issued duffel bag and NIKE back pack. All your necessities should fit into these bags.*

Wednesday, November 28th

7:00am Team Swim @ FH

Noon

Load Bus at FH and Depart for Columbus, OH.

*Sandwiches served on Bus. This is long bus trip – pack healthy Snacks and water bottle.

*We will stop for dinner on the way to Columbus.

*Pack Movies and Books!! ☺

Thursday, November 29th

8:30am Team Breakfast in the hotel. Room Location TBA.

11:00am

Load Bus.

Team Stretch and Swim at McCorkel Natatorium.

12:30pm

Load Bus to return to Hotel – Lunch on your own.

**You may leave the pool with a parent if you have signed a release form and notified Misty Hackney that you will not be returning to the hotel on the bus.*

5:15pm

Load Bus.

Team Swim at McCorkel Natatorium.

7:00pm

TEAM Dinner at Hotel.

10:00pm

In your own room.

Friday, November 30th

7:00am

Optional – Load Bus for Wake Up Swim

8:00am

Breakfast in Hotel – Room Location TBA.

8:45am

Load Bus.

9:15am

Team Stretch. TEAM warm-up (led by coaches). Finish on your own.

11am

Prelims Begin ~ GO HAWKS!!

(400 M.R, 500 Free, 200 IM, 50 Free, 200 F.R – Relays swam at Finals Only!)

Friday Team Attire:

Nike Warm-Ups, White T-Shirt, Gold Shorts.

Issued Shoes or flip-flops.

Iowa Hat/Cap (if wearing)

**FOLLOWING PRELIMS LUNCH IS ON YOUR OWN ~ SIGN IN WITH MISTY HACKNEY IF YOU WILL BE DEPARTING FROM THE POOL W/ YOUR PARENTS or A TEAMMATE'S PARENTS. YOU MUST HAVE A SIGNED RELEASE!*

2:00pm Diving Prelims Begin ~ 1 meter ~ GO HAWK DIVERS!!
4:15pm Load Bus

4:40pm Team Stretch. Warm-ups on your own.

5:45pm Clear The Pool.

6:00pm Finals Session Begins ~ GO HAWKS! RACE!!

7:15pm Diving Finals Begin ~ 1 meter ~ GO HAWKS!!!

RETURN TO HOTEL AS A TEAM, FOLLOWING FINALS ~ TEAM DINNER PROVIDED AT HOTEL (8:30).
DIVERS EATING ON THEIR OWN OR WITH BOB: MEAL \$ PROVIDED.

10:00pm TEAM CURFEW. All athletes in their own rooms. Good Night!

Saturday, December 1st

6:30am Optional - Load Bus for Wake Up Swim

7:30am Breakfast in Hotel - Room Location TBA.

8:15am Load Bus.

8:40am Team Stretch. TEAM warm-up (led by coaches) and then on your own.

9:45am Clear The Pool

10:00am Prelims Begin ~ GO HAWKS!!
(200 M.R, 400 IM, 100 Fly, 100 Brst, 200 Free, 100 Back, 800 F.R - Relays swam at finals only!)

1:00pm Diving Prelims Begin ~ 3 meter ~ GO HAWK DIVERS!!

Saturday Team Attire:

Nike Warm-Ups, Grey T-Shirt, Black Shorts.

Issued Shoes or flip-flops.

Iowa Hat/Cap (if wearing)

**FOLLOWING PRELIMS LUNCH IS ON YOUR OWN ~ SIGN IN WITH MISTY HACKNEY IF YOU WILL BE DEPARTING FROM THE POOL W/ YOUR PARENTS or A TEAMMATE'S PARENTS. YOU MUST HAVE A SIGNED RELEASE!*

3:15pm Load Bus

3:40pm Team Stretch. Warm-ups on your own.

4:45pm Clear The Pool.

5:00pm Finals Session Begins ~ GO HAWKEYES!!

7:00pm Diving Finals Begin ~ 3 meter ~ GO HAWKEYES!!

RETURN TO HOTEL AS A TEAM, FOLLOWING FINALS ~ TEAM DINNER PROVIDED AT HOTEL (8:30).
DIVERS EATING ON THEIR OWN OR WITH BOB: MEAL \$ PROVIDED.

10:00pm TEAM CURFEW. All athletes in their own rooms. Good Night!

Sunday, December 2nd

Sunday Team Attire:

Nike Warm-Ups, White T-Shirt Black Shorts P400

5:50am Optional – Load Bus for Wake Up Swim
6:45am Breakfast in Hotel – Room Location TBA
7:30am Load Bus
7:45am Team Stretch. TEAM warm-up (led by coaches) and then on your own.

8:45am Clear The Pool

9:00am Prelims Begin ~ GO HAWKS!!
(200 Back, 100 Free, 200 Brst, 200 Fly, 400 F.R – Relays at Finals only!)

~ Noon Diving Prelims Begin ~ Platform Diving

~ Noon 1650 begins, heats run slowest to fastest

**FOLLOWING PRELIMS LUNCH IS ON YOUR OWN ~ SIGN IN WITH MISTY HACKNEY IF YOU WILL BE DEPARTING FROM THE POOL W/ YOUR PARENTS or A TEAMMATE'S PARENTS. YOU MUST HAVE A SIGNED RELEASE!*

1:30pm Group Stretch. Warm-ups on your own.

2:45pm Clear The Pool.

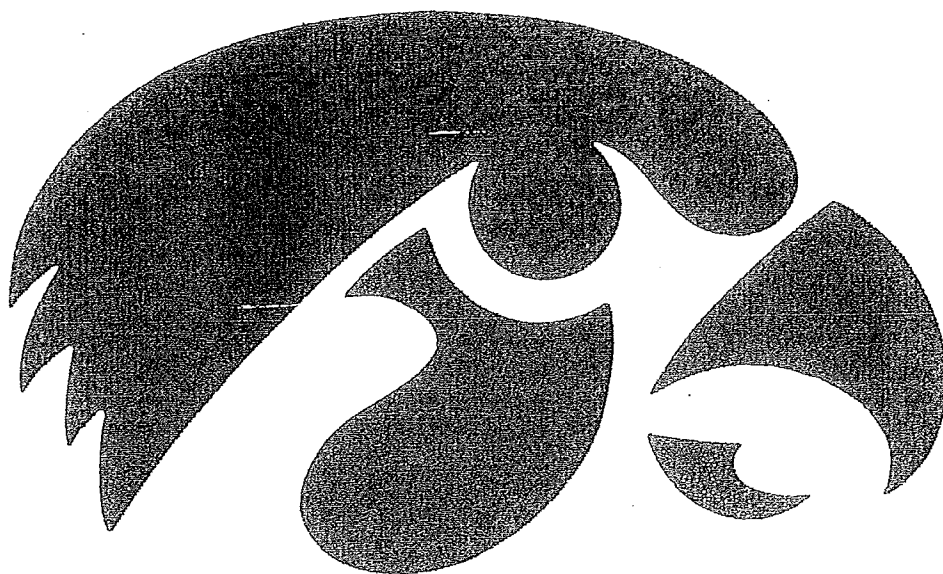
3:00pm Finals Session Begins ~ PERFORM!

5:00pm Approximate Meet Finish – Load Bus
*Dinner on Bus!!
* Long Bus Ride – Pack Healthy Snacks and Water Bottles!!

3:00am Approximate Arrival in Iowa City

Monday, December 3rd

*OFF – Go To Class and catch up on school work! Recover!!



University of Iowa Vs. Iowa State University
6:00pm, December 7, 2007
Ames, IA

Thursday, December 6th

- ** Make sure you have 2 pairs of goggles, a meet cap and a meet suit. You are responsible for bringing your own equipment.
- ** Make sure you have communicated with professors & teachers.

Friday, December 7th

7:00am Team Swim – The Field House Pool

Noon EAT LUNCH ON YOUR OWN.

1:00pm Load Bus in front of The Field House ~ bring your water bottle on bus!
Pick up at the Hall of Fame.

*** Remember 2 pairs of goggles, meet suit, meet cap, meet towel, pack in issued bags***

Depart Iowa City.

*Snacks on the Bus – We will not eat another meal until after the meet. Please make sure to bring healthy snacks or a sandwich to eat between lunch and 7pm. Prepare properly for Performance!!

4:00pm Approximate Arrival in Ames. Team Meeting, Stretch and Warm Up.

6:00pm **MEET START! GO HAWKS!! ☺**

7:45pm Approximate Meet Finish ~ Team Warm Down
Load Bus immediately following Team Warm Down.

DINNER @ MR. JOHNS' HOUSE ~ Refuel Hawkeyes!!

11:00pm Approximate arrival in Iowa City.

TEAM ATTIRE:

Travel to Ames: Issued Nike Warm-Ups, Black "TEAM" shirt – Parka or Black Coat

On Deck: Nike Warm-Ups, Gold Mesh Shorts, Black "TEAM" shirt, team flip-flops (if wearing flip-flops), or issued Nike Shoes, Iowa Swimming Hat/Stocking Cap (if wearing hat/cap), Issued Towel & Bag/Pack.

Travel back to Iowa City: New team sweat pants and fleece. Gold Nike T-shirt – issued shoes, issued Nike Parka.

EVENT ORDER (6 lane pool)

200 Medley Relay
1000 Free
200 Free
100 Back
100 Breast
200 Fly
50 Free
1 Meter Diving
100 Free
200 Back
200 Breast
500 Free
100 Fly
3 Meter Diving
200 IM
400 Free Relay

FINALS WEEK = REGULAR PRACTICE SCHEDULE – COMMUNICATE WITH COACHES BEFORE
HAND IF YOU HAVE CONFLICTS, ETC.

SATURDAY, 12/22	6:30am Lift/Swim @ FH	Free to travel home after practice this morning
SUNDAY, 12/23	OFF	
MONDAY, 12/24	1 X SWIM AND STRENGTH TRAINING/JOG (Swim = 6,500+ yds. Kick Focus)	
TUESDAY, 12/25	OFF OR 1 X AEROBIC SWIM OR JOG	
WEDNESDAY, 12/26	2 X SWIM AND STRENGTH TRAINING (Swims = 6,500+ yds – Aerobic/Red Freestyle & IM Work Red/Blue)	
THURSDAY, 12/27	2 X SWIM (Swims = 6,500+ - Lactate Stroke Focus & Aerobic/technique Focus)	
FRIDAY, 12/28	1 X SWIM AND STRENGTH TRAINING/JOG (Swim = 7,000+ Aerobic Threshold)	
SATURDAY, 12/29	1 X SWIM AND AB WORK/JOG (Swim = 7,000+ Stroke specific/Pace)	
SUNDAY, 12/30	OFF	
MONDAY, 12/31	1 X SWIM AND STRENGTH TRAINING/JOG (Swim = 6,500+ Kick Focus)	
TUESDAY, 1/01	*Required Back In Iowa City*	
	6:00pm Swim @ FH	Happy New Year Hawkeyes! ☺
WEDNESDAY, 1/02	6:30am Swim @ FH 8:00am LOAD BUS 11:40am Depart Moline Airport on Air Tran #383. Be prepared for Dryland Wednesday afternoon in Miami.	

BRING YOUR STRENGTH, YOUR DISCIPLINE, YOUR DESIRE, AND YOUR POSITIVE MENTAL
ATTITUDE AND WE WILL HAVE A GREAT TRAINING CAMP. GO HAWKS!

FINALS WEEK = REGULAR PRACTICE SCHEDULE – COMMUNICATE WITH COACHES BEFORE
HAND IF YOU HAVE CONFLICTS, ETC.

SATURDAY, 12/22	6:30am Lift/Swim @ FH	Free to travel home after practice this morning
SUNDAY, 12/23	OFF	
MONDAY, 12/24	1 X SWIM AND STRENGTH TRAINING/JOG (Swim = 6,500+ yds. Kick Focus)	
TUESDAY, 12/25	OFF OR 1 X AEROBIC SWIM OR JOG	
WEDNESDAY, 12/26	2 X SWIM AND STRENGTH TRAINING (Swims = 6,500+ yds – Aerobic/Red Freestyle & IM Work Red/Blue)	
THURSDAY, 12/27	2 X SWIM (Swims = 6,500+ - Lactate Stroke Focus & Aerobic/technique Focus)	
FRIDAY, 12/28	1 X SWIM AND STRENGTH TRAINING/JOG (Swim = 7,000+ Aerobic Threshold)	
SATURDAY, 12/29	1 X SWIM AND AB WORK/JOG (Swim = 7,000+ Stroke specific/Pace)	
SUNDAY, 12/30	OFF	
MONDAY, 12/31	1 X SWIM AND STRENGTH TRAINING/JOG (Swim = 6,500+ Kick Focus)	
TUESDAY, 1/01	*Required Back In Iowa City*	
	6:00pm Swim @ FH	Happy New Year Hawkeyes! ☺
WEDNESDAY, 1/02	6:30am Swim @ FH 8:00am LOAD BUS 11:40am Depart Moline Airport on Air Tran #383. Be prepared for Dryland Wednesday afternoon in Miami.	

BRING YOUR STRENGTH, YOUR DISCIPLINE, YOUR DESIRE, AND YOUR POSITIVE MENTAL
ATTITUDE AND WE WILL HAVE A GREAT TRAINING CAMP. GO HAWKS!

U of Iowa Swimming Winter Training Camp
January 1-21, 2008
Miami, FL/Iowa City, IA

Tuesday, January 1st

6:00pm Swim/Lift/Goal Meeting at FH pool.

*Dinner provided.

Wednesday, January 2nd

8:00am Load Bus and Depart Iowa City.

11:40am TEAM departs Moline, IL on Air Tran Flight #383

Afternoon Dryland in Miami.

Thursday, January 3rd

5:30am Load Vans. Depart Hotel.

6 am PRACTICE at University of Miami. Swim: LCM

8:00am Lift @ Miam Rec Center ~ Must have Lifting clothes and Shoes!

9:30am Breakfast on Miami pool deck.

4:20pm Meet at vans to depart for practice.

4:45pm Team Stretch

5-7pm PRACTICE (SCY).

11:00pm

TEAM CURFEW

***** Everyone is to be in their own rooms at this time.

Throughout the trip no male team members are permitted in a female team member's room and vice versa.

The Coaching Staff WILL be conducting room checks.

Violation of Team Policy may result in a team member/s being sent home at his/her own cost.

TRAVEL ATTIRE (Both Ways):

Issued Nike Warm-Ups with White T-Shirt and issued Team Shoes. No ball caps. Issued Stocking Cap is OK.

Issued Nike Deck Coat.

Wednesday 1/2	Thursday 1/3	Friday 1/4	Saturday 1/5	Sunday 1/6	Monday 1/7
8am Load Bus 11:40am depart Moline.	5:40 @ Vans 6am Swim, 8-9:30am Lift/Dryland	5:40 @ Vans 6am Swim	7:30am @ Vans. 10am FIU Invite GO HAWKS!	5:40@ Vans 6am Swim 8-9:30 S.T/Dryland	5:40 @ Vans 6am Swim,
Team exercise in the afternoon.	4:20 @ vans 4:45 Stretch 5pm Swim	3:00 Team Building 4:20 @ vans 4:45 Stretch 5pm Swim	OFF - South Beach	3:00Team Building 4:20@ Vans 4:45pm Stretch 5pm Swim	3:00Team Building 4:20 @ vans 4:45 Stretch 5pm Swim

Tuesday 1/8	Wednesday, 1/9	Thursday, 1/10	Friday, 1/11	Saturday, 1/12
5:40 @ vans 6am swim 8am S.T/Dryland	5:40 @ Vans 6am Swim	5:40 @ Vans 6am Swim 8am S.T/Dryland	5:40 @ Vans 6am Swim	7:30am @ Vans 10:16am depart Miami *Meal \$ provided.
4:20 @ Vans Stretch & Swim.	3:00 Dryland 4:20 @ Vans Stretch & Sw	4:20 @ Vans Stretch & Swim.	3:00 DL. 4:20 @ Vans Stretch & Swim	4pm arrive in Moline. 5:30pm approximate arrival in IC

*This itinerary is subject to change at the coaches' discretion.

REMEMBER TO PACK....

All issued gear (we will lift in black shorts w/ Grey T-shirt) including shoes and parka, one nice outfit for a Team Dinner (no jeans), extra sweats (be prepared for cold mornings), all your training gear plus any gear the coaching staff asks you to carry (med balls, cords, etc), your issued meet suit and your Nike meet warm-ups, your water bottle, sunscreen, rain gear, and a POSITIVE ATTITUDE ☺

U of Iowa Swimming Winter Training Camp
January 1-21, 2008
Miami, FL/Iowa City, IA

Tuesday, January 1st

6:00pm Swim/Lift @ FH pool.

*Dinner provided.

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8:00am Load Bus and Depart Iowa City.

11:40am TEAM departs Moline, IL on Air Tran Flight #383

Afternoon Dryland in Miami.

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5:30am Load Vans. Depart Hotel.

6 am PRACTICE at University of Miami. Swim: LCM

8:00am Lift @ Miam Rec Center ~ Must have Lifting clothes and Shoes!

9:30am Breakfast on Miami pool deck.

4:20pm Meet at vans to depart for practice.

4:45pm Team Stretch

5-7pm PRACTICE (SCY).

11:00pm

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Throughout the trip no male team members are permitted in a female team member's room and vice versa.
The Coaching Staff WILL be conducting room checks.
Violation of Team Policy may result in a team member/s being sent home at his/her own cost.

TRAVEL ATTIRE (Both Ways):

Issued Nike Warm-Ups with White T-Shirt and issued Team Shoes. No ball caps. Issued Stocking Cap is OK.

Issued Nike Deck Coat.

Wednesday 1/2	Thursday, 1/3	Friday 1/4	Saturday 1/5	Sunday 1/6	Monday 1/7
8am Load Bus 11:40am depart Moline.	5:40 @ Vans 6am Swim, 8-9:30am Lift/Dryland	5:40 @ Vans 6am Swim	7:30am @ Vans. 10am FIU Invite GO HAWKS!	5:40@ Vans 6am Swim 8-9:30 S.T/Dryland	5:40 @ Vans 6am Swim,
Team exercise in the afternoon.	3:30 @ vans 4pm Swim	2:30 @ Vans - Team Building 4pm Swim	OFF - South Beach	2:30 @ Vans - Team Building 4pm Swim	2:30 @ Vans - Team Building 4pm Swim

Tuesday 1/8	Wednesday, 1/9	Thursday, 1/10	Friday, 1/11	Saturday, 1/12
5:40 @ vans 6am swim 8am S.T/Dryland	5:40 @ Vans 6am Swim	5:40 @ Vans 6am Swim 8am S.T/Dryland	5:40 @ Vans 6am Swim	7:30am @ Vans 10:16am depart Miami *Meal \$ provided.
3:30 @ Vans Stretch & 4pm Swim.	2:30 @ vans -- Team Building 4pm Swim	3:30 @ Vans Swim.	2:30 @ Vans Team Building 4pm Swim	4pm arrive in Moline. 5:30pm approximate arrival in IC

*This itinerary is subject to change at the coaches' discretion.

REMEMBER TO PACK....

All issued gear (we will lift in black shorts w/ Grey T-shirt) including shoes and parka, one nice outfit for a Team Dinner (no jeans), extra sweats (be prepared for cold mornings), all your training gear plus any gear the coaching staff asks you to carry (med balls, cords, etc), your issued meet suit and your Nike meet warm-ups, your water bottle, sunscreen, rain gear, and a POSITIVE ATTITUDE ☺

Iowa Swimming Schedule, January 14-21, 2008

January 14th

7am: Men Lift/Women Swim at FH
10:30am: Kathy Mellen
2pm: Women Lift/Men Swim @ FH
Evening: Meal money provided for Dinner

January 15th

7am: Men & Women swim @ FH – GROUPS
2pm: Men & Women swim @ FH - GROUPS
Dinner provided

Wed, January 16th

7am: Men Lift/Women Swim @ FH – MARC at Head Coaches Meeting
9am: Breakfast provided
2pm: Women Lift/Men Swim @ FH
4pm: Kathy Mellon
Dinner Provided

Thurs, January 17th

Am: OFF
2pm: Men & Women swim @ FH – GROUPS
Dinner provided

Iowa Swimming Schedule, January 14-21, 2008

Fri, January 18th

- 7am: Men Lift/Women Swim @ FH
Breakfast Provided
- 3pm: Arrive at Pool – Iowa Vs. Western Illinois
- 3:15pm TEAM STRETCH ON DECK
- 5pm: Iowa Vs. Western IL – See Meet Itinerary for Event Order; etc.

Sat, January 19th

- 7am: Men swim @ FH – (voluntary wake-up swim for women)
- 9am: Women arrive at FH – Iowa Vs. Illinois
- 9:15am: TEAM STRETCH
- 11am: IOWA VS. ILLINOIS – GO HAWKS!! (see meet itinerary for event order, etc.)

Sun, January 20th

OFF

Mon, January 21st

- 7am: Women Lift/Men Swim @ FH
- 2pm: Men Lift/Women Swim @ FH

Iowa Swimming Schedule, January 14-21, 2008

January 14th

7am: Men Lift/Women Swim at FH
10:30am: Kathy Mellen
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Evening: Meal money provided for Dinner

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2pm: Men & Women swim @ FH - GROUPS
Dinner provided

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7am: Men Lift/Women Swim @ FH – MARC at Head Coaches Meeting
9am: Breakfast provided
2pm: Women Lift/Men Swim @ FH
4pm: Kathy Mellon
Dinner Provided

Thurs, January 17th

Am: OFF
2pm: Men & Women swim @ FH – GROUPS
Dinner provided

Iowa Swimming Schedule, January 14-21, 2008

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- 7am: Men Lift/Women Swim @ FH
Breakfast Provided
- 3pm: Arrive at Pool – Iowa Vs. Western Illinois
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- 5pm: Iowa Vs. Western IL – See Meet Itinerary for Event Order, etc.

Sat, January 19th

- 7am: Men swim @ FH – (voluntary wake-up swim for women)
- 9am: Women arrive at FH – Iowa Vs. Illinois
- 9:15am: TEAM STRETCH
- 11am: IOWA VS. ILLINOIS – GO HAWKS!! (see meet itinerary for event order, etc.)

Sun, January 20th

OFF

Mon, January 21st

- 7am: Women Lift/Men Swim @ FH
- 2pm: Men Lift/Women Swim @ FH

Iowa Vs. Western Illinois (Co-ed)

Friday, January 18, 2008

Field House Pool, Iowa City

7:00am Swim at FH
3:15pm Captain Led Team Stretch – FH Pool Deck
4:45pm MEN'S SENIOR DAY PRESENTATION
5:00pm Meet Start! GO HAWKS!!

Order of Events:
400 Medley Relay
200 Free
100 IM
50 Free
1 mtr. Diving
50 Fly
100 Free
50 Bk
500 Free
50 BR
3mtr. Diving
200 Free Relay

TEAM ATTIRE: Nike Warm-Ups, Black Shorts, Gold Nike T-shirt, Team issued shoes/flip-flops. Team issued stocking caps only.

Iowa Vs. Illinois (Women)

Saturday, January 19, 2008

Field House Pool, Iowa City

7:00am Men Swim/Lift at FH.
Women: Optional wake up swim at FH.
9:15am Captain Led Team Stretch – FH Pool Deck
11:00am Meet Start!

Order of Events:
200 Medley Relay
1000 Free
200 Free
100 Bk
100 Br
200 Fly
50 Free
1 mtr. Diving
100 Free
200 Bk
200 Breast
500 Free
100 Fly
3mtr. Diving
200 IM
400 Free Relay

TEAM ATTIRE: Nike Warm-Ups, Black Shorts, Grey TEAM T-shirt, Team issued Shoes/Flip-flops. Team issued stocking caps only.

Sunday, January 20, 2008

OFF REST – RELAX – REFUEL

PREPARE FOR A GREAT SPRING SEMESTER

Iowa Swimming Training Calendar and Meetings for Swimmers and Divers
January 21 – February 3, 2008

Monday 1/21	Tuesday 1/22	Wednesday 1/23	Thursday 1/24	Friday 1/25	Saturday 1/26	Sunday 1/27
7am Swim @ FH – Kick Focus Weights to follow.	6:30am – 8:30am Team Swim	6:30am Women Lift Men Swim	OFF	6:30am – 7:15am Women Lift/Men Swim 7:15-8am Men Lift/Women Swim	11am Men Vs. Missouri, Women Vs. Missouri & Kansas	OFF Study! Rest!
OFF	2-4pm: Team Swim	2pm: Men Lift Women Swim	2-4pm: Team Swim	2pm: Depart for Missouri. Team Swim and Dinner in Columbia.	Travel Home Rest! Study!	OFF Study! Rest!
Monday 1/28	Tuesday 1/29	Wednesday 1/20	Thursday 1/31	Friday 1/01	Saturday 1/02	Sunday 1/03
6:30am Men Lift Women Swim	6:30am – 8:30am Team Swim	6:30am Men Lift Women Swim	OFF	6:30am Men Lift Women Swim	7am Team Swim at FH	OFF Study! Rest!
2pm: Men Swim Women Lift	2-4pm: Team Swim	2pm: Men Swim Women Lift	2-4pm: Team Swim	2pm: Men Swim Women Lift	OFF Study! Rest!	OFF Study! Rest!

TO: MARC LONG
FROM: RICH WALKER
DATE: JANUARY 22 , 2008
RE: HOUSING RE-APPLICATION

The Re-application process for on-campus housing for the 2008-2009 academic year will begin January 25th. On Friday, January 25, 2008, students living in the residence halls will receive an email concerning the procedures for re-application. This email will include information about self-assignment (on-line registration).

Any student athlete presently living on-campus who wants to live in a residence hall for the coming year must complete the online process for re-application between the dates of January 25th and February 5th. No deposit fee will be necessary. The student's account will be charged the fee of \$100.00 automatically.

On February 21, 2008 acknowledgement letters will be sent from the Housing Assignment Office. This gives students the access time to choose their rooms. Students will have until April 4th, 2008 to confirm a room. Once the room is confirmed, students will receive an automatic email.

Students who currently live off campus *will not be housed in the residence halls for the 2008-2009 academic year.*

If you or your student athletes have questions concerning housing re-application, please contact me. I will be happy to visit with you or them. Thanks for your help!!!

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Any student athlete presently living on-campus who wants to live in a residence hall for the coming year must complete the online process for re-application between the dates of January 25th and February 5th. No deposit fee will be necessary. The student's account will be charged the fee of \$120.00 automatically.

On February 21, 2008 acknowledgement letters will be sent from the Housing Assignment Office. This gives students the access time to choose their rooms. Students will have until April 4th, 2008 to confirm a room. Once the room is confirmed, students will receive an automatic email.

Students who currently live off campus *will not be housed in the residence halls for the 2008-2009 academic year.*

If you or your student athletes have questions concerning housing re-application, please contact me. I will be happy to visit with you or them. Thanks for your help!!!

University of Iowa Vs. University of Missouri (M&W), and University of Kansas (W)
11:00am, January 26, 2007
Columbia, MO

Thursday, January 24th

** Make sure you have 2 pairs of goggles, a meet cap and a meet suit. You are responsible for bringing your own equipment.

** Make sure you have communicated with professors & teachers.

Friday, January 25th

6:30am Women Lift/Men Swim.
7:15am Men Lift/Women Swim

EAT A HEALTHY LUNCH – WHOLE WHEAT CARBS, VEGGIES, FRUIT AND PROTEIN!

1pm Load Bus in front of The Field House ~ bring your water bottle on bus!
** Remember 2 pairs of goggles, meet suit, meet cap, meet towel, packed in issued bags**
Depart Iowa City.

5:30pm Approximate Arrival in Columbia, MO – Check into Hotel.

6:30pm SWIM @ U of Missouri

7:30pm Team Dinner catered at pool.

10:30pm All team members in their own rooms.
Good Night! ☺

Saturday, January 26th

7:45am Breakfast in the hotel.

9:00am Load Bus and Depart Hotel.

11:00am MEET START! GO HAWKS!!! ☺

2:00pm Approximate meet finish.
Load Bus and Head Home.
Lunch provided on Bus

7:00pm Approximate arrival in Iowa City

EVENT ORDER: (2 hrs of women)

1. Women's 200 medley
2. Men's 200 medley
3. Women's 1000 free
4. Men's 1000 free
5. Women's 200 free
6. Men's 200 free
7. Women's 50 free
8. Men's 100 back
9. Men's 100 breast
10. Women's 200 IM
11. Men's 200 fly
12. Men's 50 free
13. Women's Diving
14. Men's Diving
15. Women's 200 fly
16. Men's 100 free
17. Women's 100 free
18. Men's 200 back
19. Women's 200 back
20. Men's 200 breast
21. Women's 500 free
22. Men's 500 free
23. Men's 100 fly
24. Women's Diving
25. Men's Diving
26. Women's 200 breast
27. Men's 200 IM
28. Women's 800 free relay
29. Men's 400 free relay

TEAM ATTIRE:

Travel to Columbia: Hooded Nike Sweats, Grey T-shirt, Issued Nike Shoes, Issued Nike Parka, issued Nike Stocking cap.

On Deck: Nike Warm-Ups, Black Nike Shorts, Gold Nike shirt, team flip-flops (if wearing flip-flops), Iowa Swimming Hat/Stocking Cap (if wearing hat/cap), Issued Towel & Bag/Pack.

Travel back to Iowa City: Hooded Nike Sweats and Grey T- Shirt. Issued Shoes, stocking hat and parka.

University of Iowa Vs. University of Missouri (M&W), and University of Kansas (W)
11:00am, January 26, 2007
Columbia, MO

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9:00am Load Bus and Depart Hotel.

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Load Bus and Head Home.
Lunch provided on Bus

7:00pm Approximate arrival in Iowa City

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11. Men's 200 fly
12. Men's 50 free
13. Women's Diving
14. Men's Diving
15. Women's 200 fly
16. Men's 100 free
17. Women's 100 free
18. Men's 200 back
19. Women's 200 back
20. Men's 200 breast
21. Women's 500 free
22. Men's 500 free
23. Men's 100 fly
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26. Women's 200 breast
27. Men's 200 IM
28. Women's 800 free relay
29. Men's 400 free relay

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Travel to Columbia: Hooded Nike Sweats, Grey T-shirt, Issued Nike Shoes, Issued Nike Parka, issued Nike Stocking cap.

On Deck: Nike Warm-Ups, Black Nike Shorts, Gold Nike shirt, team flip-flops (if wearing flip-flops), Iowa Swimming Hat/Stocking Cap (if wearing hat/cap), Issued Towel & Bag/Pack.

Travel back to Iowa City: Hooded Nike Sweats and Grey T- Shirt. Issued Shoes, stocking hat and parka.

Iowa Swimming Training Calendar and Meetings for Swimmers and Divers
February 11 – February 24, 2008

Monday 2/11	Tuesday 2/12	Wednesday 2/13	Thursday 2/14	Friday 2/15	Saturday 2/16	Sunday 2/17
7:00am Men Swim: Aerobic Women Lift	7:00am Men Swim Women = OFF	7:00am Men Swim Women Lift (last lift!)	OFF	7:00am Men: Meet Warm-Up and Broken Swims 7:30am Women: Abs/Dr. Feelgood Swim.	7am Meet Warm-Up and Broken Swims - TEAM	OFF Study! Rest!
2pm: Men Lift Women Swim: Aerobic	2-4pm: Team Swim Power/lactate	2pm: Men Lift Women Swim	2-4pm: Team Swim	2pm: Men Lift 2pm: Women meet warm-up and broken swim.	OFF Study! Rest!	OFF Study! Rest! FH Pool open 1-4pm and 7-9pm
Monday 2/18	Tuesday 2/19	Wednesday 2/20	Thursday 2/21	Friday 2/22	Saturday 2/23	Sunday 2/24
7:00am Men Lift Women: Optional Swim	7:30am Women Swim Men = OFF NOON: Women Depart for Columbus!! <i>Refer to Big Ten Itinerary for remainder of week.</i>	7:00am Men Lift (Last Lift!)	OFF	7:30am Men: Abs/Dr. Feelgood swim.	7am Meet Warm-Up and Broken Swims - Men	OFF Study! Rest!
2pm: Men and Women Swim	2-4pm: Men Swim Power/Lactate	2pm: Men Swim	2-4pm: Men Swim	2pm: Men meet warm-up and broken swim	OFF Study! Rest!	OFF Study! Rest! FH Pool open 1-4pm and 7-9pm

Iowa Swimming Training Calendar and Meetings for Swimmers and Divers
February 11 – February 24, 2008

2008 Men's Big Ten Championship
Ann Arbor, MI
February 28, 29 & March 1, 2008

Tuesday, February 26th

7:30am Team Swim. Field House Pool.

NOON Load The Bus Hawks!!!

Lunch and Dinner en route.
 Bring healthy snacks and proper hydration.

8:30pm Approximate Arrival in Ann Arbor, MI.

Wednesday, February 27th

9:00 am Team Breakfast at hotel. Room TBA.

10:00am Load Bus To Pool. Team Swim

***** Lunch on your own. Meal \$ Provided.

3:00pm Coaches Meeting (Junge Champion's Center)

5:00pm Load Bus. Team Swim

7:00pm Catered Team Dinner at Hotel..
 Divers have meal money for dinner.

Shave Down and Rest Up!

10:30pm Team Curfew. In your own Rooms.

Thursday, February 28th

7:45am Team Wake Up Swim. Meet in Hotel Lobby.

8:30am Catered Team Breakfast.

10:15am Load Bus to Pool.

12:00am Prelims Begin – *I – O – W – A.....Let's Go Hawks! ☺*

1:00pm Approximate Finish
 *Lunch is on your own. Enjoy lunch with teammates, parents, or on your own. Fuel up and return to hotel as soon as possible to rest for FINALS! Must sign release – see Manager!

2:00pm 1 Meter Diving Preliminaries.

5:15pm Load Bus to pool.

5:30pm Team Stretch and Warm Up.

6:50pm Opening Ceremonies & National Anthem.

7:00pm Finals Day One Begin – *I – O – W – A.....Let's Go Hawks! ☺*

9:00pm Approximate Finish.
 *Dinner is catered at the hotel immediately following finals. Team Only Dinner

11:00pm Curfew. In rooms and sleeping well for recovery!

Thursday's Events:
400 Medley Relay (Finals Only)
500 Yard Freestyle
200 Yard Individual Medley
50 Yard Freestyle
1 Meter Diving
200 Free Relay (Finals Only)

Friday, February 29th

- 7:45am Optional Wake Up Swim Meet in Hotel Lobby.
- 8:30am Team Breakfast in the Hotel.
- 10:15am Load Bus to Pool.
- 10:30am Team Stretch and Warm Up
- 12:00am Prelims Begin – *Let's Go HAWKS HAWKS HAWKS!!!!*
- 2:00pm Approximate Finish
*Lunch is on your own. Enjoy lunch with teammates, parents, or on your own. Fuel up and return to hotel by 3:00pm to rest for FINALS! Must sign release – see Manager!
- 2:00pm 3 Meter Diving Preliminaries (tentative)
- 5:30pm Load Bus to pool
- 5:45pm Team Stretch and Warm Up.
- 6:50pm Opening Ceremonies
- 7:00pm Finals Begin– *Let's Go HAWKS HAWKS HAWKS!!!!*
- 9:15pm Approximate Finish.
*Dinner is catered at the hotel immediately following finals. Team Only Dinner
- 11:00pm Curfew. In rooms and sleeping well for recovery!

Friday's Events:

200 Yard Medley Relay (Finals Only)
400 Yard Individual Medley
100 Yard Butterfly
200 Yard Freestyle
100 Yard Breaststroke
100 Yard Backstroke
3 Meter Diving
800 Freestyle Relay (Finals Only)

Saturday, March 1st

- 7:15am Optional Wake Up Swim ~ Meet in Lobby.
- 8:30am Team Breakfast in Hotel Banquet Room.
- 9:00am Pack all luggage and move to designated late checkout rooms. See Kirk.
- 10:15am TEAM loads bus to pool.
* MILERS – See Robert for Special Schedule.
- 10:30am Team Stretch and Warm Up
- 12:00am Prelims Begin – *This is a great day for us! Finish Strong!!*
- 2:00pm Approximate Finish
*Lunch is on your own. Enjoy lunch with teammates, parents, or on your own. Fuel up and return to hotel as soon as possible to rest for FINALS! Must sign release – see Manager!
- 2:00pm Platform Diving Preliminaries.
- 2:45pm 1650 swimmers & Coach Robert load the bus.
- 3:45pm TEAM loads bus to cheer on milers at the pool. Load all luggage onto bus.
- 4:00pm Prelims 1650 heats begin.
- 5:45pm Team Stretch and Warm Up.
- 7:00pm Finals Begin *GO HAWKS! Stay Focused and Finish Strong!!*

Saturday's Events:

200 Yard Backstroke
100 Yard Freestyle
200 Yard Breaststroke
200 Yard Butterfly
1650 Yard Freestyle (afternoon)
Platform Diving
400 Freestyle Relay (Finals Only)

9:45pm

Approximate Finish.
*Load Bus – Dinner on Bus.

Sunday, February 24th

5:00am Approximate arrival in Iowa City.

TEAM ATTIRE FOR THE WEEK:

Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
TRAVEL TO BIG TENS! Nike Hooded sweat suit. White shirt. Team issued shoes, parka, and stocking cap.	Breakfast and Team Swim: Black Hooded Nike Sweat Suit. Any team shirt Nike Deck Coat. Team Shoes.	AM = Nike Warmups Big Ten Shirt (Wil made) Black Shorts PM= Nike Warmups Big Ten Shirt (Wil made) Black Shorts	AM = Nike Warmups White shirt Black Shorts PM = Nike WarmUps team home made shirt (Wil) Black Shorts	AM = Nike Warmups Black shirt Black Shorts PM = Nike Warmups Black Shirt Black Shorts	ARRIVE HOME ☺

Dear Swimming & Diving Parents:

I am excited to announce that this year's Swimming & Diving Banquet & Alumni Gathering will be held April 5 at the Marriott Hotel & Convention Center in Coralville. There will be social time at 5:30 pm with dinner served promptly at 6:00 p.m. Presentation of awards will follow.

To make banquet reservations return the enclosed form with your check by March 24, 2008.

A buffet dinner will be served.

If you have any questions, contact me at marc-long@uiowa.edu or Irene at irene-pearson@uiowa.edu.

We hope you will be able to celebrate the Iowa Swimming & Diving Program with us!

Marc Long
Head Coach

Enclosures

NOTE: Do not include your student athlete in your meal reservation. The Athletic Department will pay for the swimmers/divers meals.

TEAM BANQUET AND ALUMNI GATHERING

Saturday, April 5, 2008

5:30 pm Social

6:00 pm Dinner

Marriott Hotel & Resorts
300 East 9th Street
Coralville, IA 52242

NAME(S) for
name tags: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ e-mail: _____

_____ @\$25.00 = _____

Buffet dinner will be served

Your meal ticket(s) will be picked up at the event.

Make check payable to: UNIVERSITY OF IOWA SWIMMING

Return check March 24, 2008

Iowa Swimming & Diving
E204 Field House
Iowa City, IA 52242

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Your meal ticket(s) will be picked up at the event.

Make check payable to: **UNIVERSITY OF IOWA SWIMMING**

Return check **March 24, 2008**

Iowa Swimming & Diving
E204 Field House
Iowa City, IA 52242

*ALUMNI & FRIENDS
Of
IOWA SWIMMING & DIVING
Reception*

Hosted by
Iowa Swimming & Diving Booster Club

Friday, April 4, 2008
7:30-10:00 pm
Kinnick Stadium Press Box
Outdoor Club Seating Level

There will be a short program at 8:00 p.m.

We hope you will be able to join us for complimentary after-dinner hors d'oeuvres and beverages (a Cash Bar will be available).

The Friday night reception hosted by the Iowa Swimming & Diving Booster Club is for Alumni and Friends of the program. No current or prospective student-athletes are allowed to attend this event. To comply with NCAA rules, parents of current student-athletes will need to be charged an admission fee (\$6) for the reception.

Please RSVP for the Friday night reception with your banquet reservation or e-mail: irene-pearson@uiowa.edu by March 24, 2008

NAME: _____

_____ Yes, I/we will be attending the Friday night reception.
(# attending)

MONDAY

6:30 – 8:30 a.m.	Swim/Kick Focus or ST/Dryland/Swim (Alternate by week M & W)	Staff & Maxwell
2-4:00 p.m.	Swim/Kick Focus or ST/Dryland/Swim (Alternate by week M & W)	Staff & Maxwell

TUESDAY

6:30 – 8:00 a.m.	Swim (M & W)	Staff
2-4:00 p.m.	Swim (M & W)	Staff

WEDNESDAY

6:30 – 8:30 a.m.	Swim or ST/Dryland/Swim (Alternate by week M & W)	Staff & Maxwell
2-4:00 p.m.	Swim or ST/Dryland/Swim (Alternate by week M & W)	Staff & Maxwell

THURSDAY

A.M.	OFF	
2-4:00 p.m.	Swim (M & W)	Staff

FRIDAY

6:30 – 8:30 a.m.	Swim or ST/Dryland/Swim (Alternate by week M & W)	Staff & Maxwell
2-4:00 p.m.	Swim or ST/Dryland/Swim (Alternate by week M & W)	Staff & Maxwell

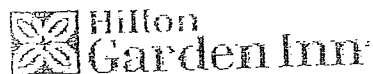
SATURDAY

TBA	Swim/Dryland	Staff
-----	--------------	-------

SUNDAY

OFF

Reservation Confirmation #3323300867 (25 Jul 2008 - 26 Jul 2008)



Reservation confirmation for Frances Malone
Confirmation number: 3323300867

Hilton Garden Inn Evanston
1818 Maple Avenue
Evanston, Illinois USA 60201
1-847-475-6400

Check-In date: 25 Jul 2008
Check-Out date: 26 Jul 2008

Rate Information:

Rate Type:
GOVERNMENT RATE
Rate per night: 168.00 USD

Total for Stay per Room:
Rate (USD) 168.00
Taxes 22.68
Total 190.68

Total for Stay: 190.68 USD
Includes tax and service charges

Tax & Service Charges:

- Taxes are estimated based on a 13.50 % per room per night tax. Changes in taxes or fees applied after booking may affect the total rate for your stay.

Additional Charges:

- Parking charges: Self parking: 13.00 Valet parking: 0.00

Rules & Restrictions:

- There is a credit card required for this reservation.
- If you wish to cancel, please do so 1 day prior to arrival to avoid cancellation penalties.
- A maximum of one room per night at a specific hotel for the Diamond VIP Member to occupy may be validly booked in accordance with the Hilton HHonors Terms and Conditions. Diamond VIP Membership 48 hour guaranteed reservations benefit. Additional rooms booked at the same hotel for the same date(s) utilizing the 48 hour guaranteed reservations benefit are invalid and will be cancelled by the hotel and accommodations denied without any liability for such cancelled rooms. Rooms booked utilizing the 48 hour guaranteed reservations benefit are booked at the prevailing rates and pre-negotiated rates and/or corporate rates cannot be utilized with this benefit and cannot be honored.

Room Information:

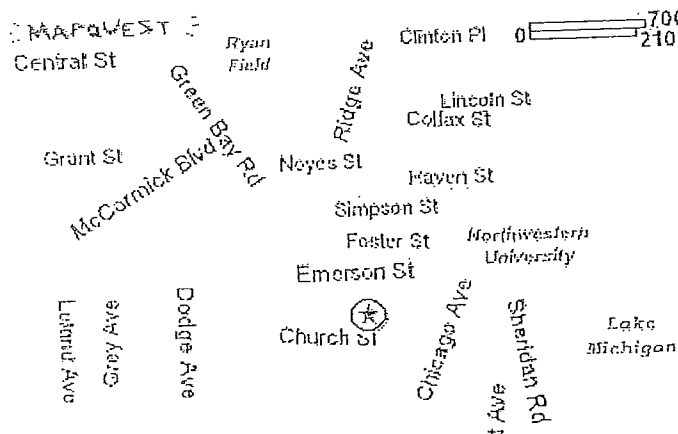
1 KING BED COMP HI-SPEED INTERNET-REMOTE PRINTING REFRIG-MICROWAVE-WORKDESK-ERGONOMIC CHAIR
GOVERNMENT RATE FED GOVT ID OR TRAVEL ORDERS REQD AT CHECK-IN MAX OF 2 ROOMS MAY BE CONFIRMED AT THIS RATE

1 Room: 1 Adult
Non-Smoking Confirmed
Room Type: 1 KING BED

Preferences: Non-Smoking

Your room type preferences have been submitted with your reservation, and are subject to hotel availability.

Map & Directions:



From O'Hare International Airport - Go north on I-294 to Touhy exit East. Stay on Touhy for approximately 15 minutes. Turn left onto McCormick Blvd. Then turn right onto Golf Road which becomes Emerson St. Turn right onto Maple Ave. The hotel is on the right. From Midway Airport - Turn left onto Cicero. Take 55 North. Merge onto Lake Shore Drive North. Take Lake Shore Drive to Sheridan and make a right. Make a right on Clark which turns into Elgin. Stay on Elgin to the next light which is Emerson. Turn left on Emerson and go to the next light which is Maple Avenue. Turn left on Maple Avenue. From downtown Chicago - Take Lake Shore Drive north. Turn right onto Sheridan. On reaching Evanston - turn left onto Clark Street. Clark turns into Elgin. Stay on Elgin to the next light which is Emerson. Turn left on Emerson and go to the next light which is Maple Avenue. Turn left on Maple Avenue. The hotel is on the right one block down at the corner of Maple Avenue and University Place.

Earn up to 20,000 HHonors Bonus Points!

From: Michael J Richmond [mailto:mjrichmo@unr.edu]
Sent: Monday, November 05, 2007 11:48 AM
To: Morales, Pablo; Long, Marc L
Cc: Cynthia G Fox; arnieban@sappbrospetro.com; Jian L You; Rydze, Robert H; nchikina@huskers.com;
DHumphrey@huskers.com
Subject: RE: timers

Marc and Pablo,

First of all, let me congratulate you both on a highly competitive meet – both your teams are quality programs, and showed great competitiveness and talent.

I had thought the issues of the meet were closed as per our conversation between the three of us, yet upon receiving your e-mail, Pablo, it appears it is not. I feel at this time an interpretation from the NCAA itself may be helpful – the previous email seemed to raise questions as to the interpretation of specific rules. However, in the meantime, in response to your e-mail:

- You made reference to the fact that, "Again, in my 6-plus years, we have never had backup timers and the issue has never been raised until today." I find that statement difficult, as timing systems seem to frequently have malfunctions, and the back-up timers are then used to alleviate any potential problems that may occur as a result.

Yet having said that, I must ask why you do not have back-up timers in the first place? I cannot remember a time I went to a meet when there were no back-up timers present. I certainly would not want to tell you how to run a meet, please do not take my question in this manner, but moreover just asking the question as a point of reference.

You noted numerous instances in the rule book that, which while only "recommending" the use of back-up timers, the rules do stress to make attempts to use them for reasons noted, namely primary system malfunctions.

- You also questioned, "And, even though I am not sure that—even with a backup watch—this is a situation where the head official would have allowed use of the backup time..."

According to page 61, article 3 under the section, "Confirmation of Malfunctions", a .3 difference is given as discrepancy between primary and back-up systems, which, in the case of Nonie Wainwright in the 100 free, would more than qualify under this rule (our coaches had Nonie at 52.93, the timing system had her at 54.38 – which would have resulted in a third place finish, as opposed to an eighth place finish overall, 5th against Nebraska).

As we discussed in the meeting between the three coaches, according to the score, this would not have made the final difference in the team scoring (moving Nonie from 5th to 2nd, taking away the point from Nebraska for second, and awarding additional points to Nevada would not have affected the overall outcome), it was the emotional issues that could have made a difference in performance. Nonie was very, very upset and in tears, as knew she did not finish that low or swim that slow of a time, and with nothing being done about it, I do feel it hurt her performance on the final relay, which decided a very close and emotional finish to the meet. As I stated in our discussion after the meet on Saturday, we could debate this back and forth with no result; but feel since the meet is being revisited, I wish to make this point as well.

Finally, I do want to mention the fact that our divers and diving coach were heckled and booed by both Nebraska fans and athletes. This was surprising to me, as the University of Nebraska has a reputation for being first class. I understand this was an emotional competition and there is little control of behavior in the heat of the moment, but I do feel it warrants my attention in this e-mail.

Pablo, I have always known you to be a first class individual and have enjoyed competing against your teams, even back to your days at San Jose State. Please do not take any of the above mentioned issues personally, but rather just in reference to your e-mail. And Marc, it was great meeting you and I congratulate you on a great performance, and wish you both the best of luck the remainder of the season! I harbor no ill feelings as a result of the competitions in Lincoln, but do most definitely wish there had not been these issues take place. I feel confident that all of our programs will move forward to high levels of success, and I look forward to seeing you down the road.

Take care and God bless!

Mike Richmond
University of Nevada Wolf Pack

From: Morales, Pablo [mailto:pmorales@huskers.com]
Sent: Saturday, November 03, 2007 1:46 PM
To: Michael J Richmond; Long, Marc L
Cc: Scot Sorensen; Humphrey, Douglas; Chikina, Natalya; arnieban@sappbrospetro.com
Subject: timers

Coaches,

I just wanted to touch base with you regarding the timers issue raised at the end of our meet today. Since reference was made to timers, by rule, being a requirement, I reviewed the 2007 rule book and, based upon the following, would like to solicit some feedback from you regarding the rules pertaining to the use of timers.

Rule 4, ARTICLE 2 states that "a minimum of one human timer per lane and one manual watch per lane is required for all non-NCAA championships meets and is recommended for all nonchampionships meets."

Upon reading this, the question is raised: what constitutes a "nonchampionships meets" for which timers are only recommended as opposed to "non-NCAA championships meets," which requires the use of timers?

Unless I am mistaken (which is very possible) there does not seem to be a section that specifically defines "nonchampionships meets." However, reference is made to them in Rule 3, Section 2, Article 1, on page 42, and Rule 3, Section 3, Article 1, on page 43, in the context of dual, double-dual, triangular, quadrangular meets, etc.

Based on this, one can take the position that the use of back-up timers in a double-dual meet, or a "nonchampionship meet," such as the one conducted today, is merely recommended, rather than required.

By presenting this information, I absolutely do not mean to somehow lessen your concerns over the timing issue, but since the rulebook was brought up, I think it only fair to view the issue raised within the context of an accurate interpretation of the rule, whatever that may be. If the above interpretation above is in any way shape or form incorrect, I would happily welcome the more correct interpretation.

Again, in my 6-plus years, we have never had backup timers and the issue has never been raised until today. But as I mentioned to the both you (regardless of the rule), it is VERY disappointing to me that you left our pool not 100% completely satisfied with the running of the meet, based upon a couple of instances where, perhaps a mistouch by the competitor, resulted in a question of the final time and place. And, even though I am not sure that—even with a backup watch—this is a situation where the head official would have allowed use of the backup time, I take your concerns very seriously and will consider the use of backup timers in the future.

Gentlemen, I hope this issue has not deterred your desire to continue what appears to be a competitive and spirited competition between our teams. I thank you for coming out to Lincoln and wish you the very best for the remainder of your seasons.

Sincerely,

Pablo Morales

Angi

Students -

The Career Leadership Academy is an exciting opportunity for YOU to develop your employment and leadership skills – the skills employers have told us they're looking for– all while earning academic credit.

The Career Leadership Academy, a program offered by Pomerantz Career Center, is a 4-semester academic credit-bearing program (1 credit per semester) comprised of seminars, activities, and events designed to give you an edge as a leader in your career field of choice. Open to all students who have 4 remaining semesters at the University. Students must complete 15 semester hours by Spring 2008 and have a 2.5 GPA to apply.

The purpose of the Career Leadership Academy is to give students the skills employers are seeking from college graduates: Communication skills, interpersonal skills, presentation skills, and the ability to work well with others. The first semester course (Phase I) will cover leadership theory and history, goal setting, developing a vision and setting priorities, personal values and ethics, meaningful involvement and engagement, time and stress management, and will include a variety of self-awareness assessments and interest inventories. Students will have the opportunity to apply leadership concepts to their career planning strategies as well as gain insights into and develop an understanding of the working world. Students will learn about themselves and how they can gain the skills that employers desire – making them stand out in a crowd!

Once students have applied and been admitted into the Career Leadership Academy, they will be allowed to register for the course.

There are 5 sections of the Career Leadership Academy, Phase I course to choose from (course number 409:106):

- Monday, 4:00-5:20 p.m.
- Tuesday, 9:30-10:50 a.m.
- Tuesday, 3:30-4:50 p.m.
- Tuesday, 5:00-6:20 p.m.
- Wednesday, 4:00-5:20 p.m.

The Career Leadership Academy courses meet for the first ten weeks of the semester.

Further information or online application can be found at <http://www.careers.uiowa.edu>.

Contact Kelley Ashby at Kelley-ashby@uiowa.edu or by calling 335-1023. Space is limited, so apply soon!

Don't delay! You owe it to your career...you owe it to your future...you owe it to yourself!

Angi McKie

Director, Marketing and Public Relations
Pomerantz Career Center
100 Pomerantz Center, Suite C310
Iowa City, IA 52242
319-335-1023 fax 319-335-1029
angi-mckie@uiowa.edu

www.careers.uiowa.edu

Have a great semester,

Troy A. Wulf
Academic Coordinator
Athletics Student Services
(319) 335-6622

ABILITY TO RACE WITH THE BEST! BE THE BEST!
CHECK OUT THIS ITINERARY AND PREPARE FOR A
FANTASTIC 3 DAYS OF RACING!
GO HAWKS!!!

HELLO HAWKEYES!

ARE YOU READY FOR BIG TEN'S?? I SAID....ARE
YOU READY FOR BIG TEN'S???? WELL, YOUR
COACHES ARE AND WE ARE CONFIDENT IN YOUR
ABILITY TO RACE WITH THE BEST! BE THE BEST!

CHECK OUT THIS ITINERARY AND PREPARE FOR A
FANTASTIC 3 DAYS OF RACING!

GO HAWKS!!!

And so many other things that are not on this list. All these things have prepared you for Big 10's. Every time you pushed yourself through a set you never thought possible and every time you pushed through the "why the hell do I swim feelings". Each and every one of these things got you to where you are today. Just let this next week flow naturally and like Marc always says, "swimming fast is easy." And it truly is. We have put in the work and time, and now it is time to let your talent and hard work flow. Let's get fired up Hawks, and there is no stopping us from success! Just relax and get your studies done this week, so you can clear your head and swim faster than you ever thought possible! GO HAWKS!

Christine

P.S. sorry Frannie's thing is still at the bottom of this email, but I really didn't want to type in all the emails into a new one so...

HELLO HAWKEYES!

**ARE YOU READY FOR BIG TEN'S?? I SAID....ARE
YOU READY FOR BIG TEN'S???? WELL, YOUR
COACHES ARE AND WE ARE CONFIDENT IN YOUR
ABILITY TO RACE WITH THE BEST! BE THE BEST!
CHECK OUT THIS ITINERARY AND PREPARE FOR A
FANTASTIC 3 DAYS OF RACING!**

GO HAWKS!!!

Marc

- Everything is voluntary except the strength training sessions and required meetings.

Thanks,

Marc

Troy A. Wulf
Academic Coordinator
Athletics Student Services
(319) 335-6622

Frannie

From: Long, Marc L
Sent: Friday, April 11, 2008 9:40 AM
To: DeBord, Frances J
Cc: Pinter, Robert D; Hampleman, Kirk
Subject: Outside Comp. Reminder

We need to remind the team that we have to complete an outside comp. form for anyone swimming in the ICE meet May 3 & 4. They must also swim unattached. I have to get the form in as soon as possible. Please let me know today!

Thanks,

Marc

To: DeBord, Frances J
Cc: Pinter, Robert D; Hampleman, Kirk
Subject: Outside Comp. Reminder

We need to remind the team that we have to complete an outside comp. form for anyone swimming in the ICE meet May 3 & 4. They must also swim unattached. I have to get the form in as soon as possible. Please let me know today!

Thanks,

Marc

I hope you are getting ready for school to start. We've already seen a few new faces on campus and it is very exciting!

Hopefully you all received the letter Marc sent out a few weeks ago. It included many important dates.

Here is a brief reminder for what to expect the first week:

Sunday, August 26th: New Student-Athlete Orientation @ GLC/Kinnick: noon to 9pm.

Monday, August 27th: First Team Meeting. Issue Swimming Equipment: 3:00pm

Tuesday, August 28th: New Student-Athlete pre-physical (FH ATR): 3:00pm

Wednesday, August 29th: Team Meeting/Picnic (E220 FH): 3:00pm

Thursday, August 30th: New Student Physicals (FH ATR): 5:45pm

Get Ready for a Great Year!

Frannie

The University of Iowa
(O) 319-335-9261

Long, Marc L

From: Wagner, Traci A
Sent: Tuesday, September 11, 2007 11:09 AM
To: Long, Marc L; DeBord, Frances J; Pinter, Robert D; Hampleman, Kirk H; Rydze, Robert H
Subject: 2007-08 Swimming Head Shots

Coaches,

Last week we had an opportunity for all incoming student-athletes to get their head shots taken. Listed below are the names of the swimming & diving student-athletes and staff that attended.

Long, Marc L

From: DeBord, Frances J
Sent: Tuesday, September 11, 2007 11:10 AM
To: sean-hagan@uiowa.edu; Houlton, Molly A; veronica-rydze@uiowa.edu
Cc: Long, Marc L; Pinter, Robert D; Hampleman, Kirk H; Wagner, Traci A
Subject: FW: 2007-08 Swimming Head Shots

PLEASE SEE BELOW AND ATTEND MAKE UP SESSION

From: Wagner, Traci A
Sent: Tuesday, September 11, 2007 11:09 AM
To: Long, Marc L; DeBord, Frances J; Pinter, Robert D; Hampleman, Kirk H; Rydze, Robert H
Subject: 2007-08 Swimming Head Shots

Coaches,

Last week we had an opportunity for all incoming student-athletes to get their head shots taken. Listed below are the names of the swimming & diving student-athletes and staff that attended.

Also, very important, Fred Mimms and ISAAC fought for **YOU** to get to **DECIDE** what the Athletic Department **POLICY** is **ON FACEBOOK**, in terms of rules and consequences. This issue is extremely important, as it will affect not only you but all athletes to come. Please look over the attached proposed policy (especially towards the end) ... and tell me if you don't agree with something, so we can bring it up.

Thank You if you've gotten this far in the email,
I appreciate it,

Andrej

- Volunteering opportunity: Roosevelt Elementary WILD program, last weekend of September. Email kim-lewis@uiowa.edu if interested
- Volunteering opportunity: Hawkeye Pride- a student mentoring program at Roosevelt Elementary School. Email Gregory-holm@uiowa.edu if interested or tell your ISAAC rep
- Big10 Network announces that Mondays are women's athletics days
- Facebook Policy: mandatory code of conduct for social networks, input from teams with thoughts and concerns
- Fall Job and Internship Fair- Thursday September 20, 2007 @ IMU, 11 am

Maybe we can get these points put on the website too ... (Robert, thx)

Also, very important, Fred Mimms and ISAAC fought for **YOU** to get to **DECIDE** what the Athletic Department **POLICY** is **ON FACEBOOK**, in terms of rules and consequences. This issue is extremely important, as it will affect not only you but all athletes to come. Please look over the attached proposed policy (especially towards the end) ... and tell me if you don't agree with something, so we can bring it up.

Thank You if you've gotten this far in the email,
I appreciate it,

Andrej

I will send you an itinerary as the weekend gets nearer. For now, you can plan on lunch at The Summit on Friday at 11:30am if you don't have class. Also, we will have dinner Friday night at The Brown Bottle after the Homecoming Parade (7:30pm). You will be put on the pass list for the Iowa Vs. Indiana Football game as well.

Thanks!
Frannie

Drej

Drej

If you can make it, send me an email with your time preference. ASAP

Thanks,

Drej

included in this e-mail and any attachment is intended only for the personal and confidential use of the individual or entity to which they are addressed. This message, including attachments, may contain privileged and confidential communications. If you as the reader are not the intended recipient, you are hereby notified that you have received this communication in error and that any retention, review, use or distribution of this communication or the information contained in it is strictly prohibited. If you received this e-mail in error, destroy it immediately and please notify the sender of this message.

-----Original Message-----

From: carson-tigges@uiowa.edu [mailto:carson-tigges@uiowa.edu]
Sent: Monday, October 01, 2007 9:04 AM
To: Long, Marc L; DeBord, Frances J
Subject: Black and Gold rosters

Marc and Frannie,

Whenever you have a chance before Wednesday, I need to have the rosters for the Black and Gold squads for Saturday's meet. The program is due to the printer Wednesday morning so anytime before that would be great.

Thanks,
Carson

Iowa City, IA 52242
irene-pearson@uiowa.edu
(319) 335-9741
(319) 335-9480 (FAX)

Women
IOWA
Michigan State

178
122

Thank You,

Frannie DeBord
Iowa Swimming



www.hawkeyesports.com

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Thank You,

Frannie DeBord
Iowa Swimming



www.hawkeyesports.com

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I wanted to check with you to see if you have a confirmed list of your new 2007-08 Men's & Women's Swimming/Diving recruits and their contact information? I am especially looking for parent/guardian email addresses (preferably) or mailing addresses. Once I receive this information I can begin sending the student's parents/guardians contact and medical information to fill out and return before they come to campus for their physicals. With this returned information, we can have their hospital's #s created and ready when they come to campus so they begin practice with their team.

If this information is not available at this time, could you please tell me when you expect to have a confirmed list of your new recruits that you can send me?

Thanks, Marc. Have a great day!

Sheryl

Sheryl Duncan

Medical Insurance Coordinator /
Football Autograph Co-Coordinator
Athletic Training Services
930 Stadium Drive, 40 JAB
The University of Iowa
Iowa City, IA 52242
Ph: 319.335.9506
Fax: 319.335.8126



GO HAWKS!

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"We are very excited for these young student-athletes to join our program," said Head Coach Marc Long . "They will be a big addition and help Iowa swimming become stronger in the Big Ten and on a national level."

Long, Marc L

From: Long, Marc L
Sent: Sunday, June 17, 2007 5:28 PM
To: DeBord, Frances J
Subject: FW: Housing Assignments-WSwimming
Attachments: image001.jpg; image002.gif

....and this.

Marc Long
Head Swimming Coach
The University of Iowa
(O) 319-335-9261

From: Walker, Richard J
Sent: Friday, June 15, 2007 3:13 PM
To: Long, Marc L
Cc: Mims, Willie F; Beemer, Patricia J
Subject: Housing Assignments-WSwimming

Marc, please find your teams rooming assignments. If you have questions please contact me. Thanks Rich



Housing Assignments

Sport: W-Swimming

Academic Year: 2007-08

Name (1) UI ID#	Name (2) UI ID#	Room #	Residence Hall Location
Therese Bergstrom(international)	Ashley Lawler(transfer)	W209	Hillcrest
Jessica Young (Tennis)	Veronica Rydze	W215	Hillcrest
Rachel Lee	Kelsie Neubauer	W107	Hillcrest
Molly Houlton	Katerina Tour(international)	W120	Hillcrest
Caitlin Carlyle	Amanda Johnson	W111	Hillcrest
			Hillcrest

			Hillcrest

OFF Campus

Name

930 Stadium Drive, 40 JAB
The University of Iowa
Iowa City, IA 52242
Ph: 319.335.9506
Fax: 319.335.8126



GO HAWKS!

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Before any of the new student-athletes can have their athletic physical and begin practicing with the team, their parents/guardians need to fill out and return this information so that a hospital # can be created for them at the University Hospital and be ready for them before they arrive on campus. We want to make this process for the incoming student-athletes as smooth as possible.

Thanks for all your help & have a great day,

Sheryl

Sheryl Duncan

Medical Insurance Coordinator /
Football Autograph Co-Coordinator
Athletic Training Services
930 Stadium Drive, 40 JAB
The University of Iowa
Iowa City, IA 52242
Ph: 319.335.9506
Fax: 319.335.8126



GO HAWKS!

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CONFIDENTIAL

FAX MESSAGE

To: Mary Curtis, Athletics Administration Fax 5-9333

FROM: Tom Baker, Associate Dean of Students
Office of the Vice President for Student Services
Rm 249 IMU

DATE: 10/23/2007

This transmission consists of 2 page(s), in addition to this cover page. If you experience difficulties receiving the entire transmission, please call (319) 335-3557. Replies may be faxed to (319) 335-3559.

IMPORTANT: This facsimile transmission is intended only for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential or otherwise protected from disclosure under applicable law. If the reader of this transmission is not the intended recipient or the employee of agent responsible for delivering the transmission to the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this transmission or its contents is strictly prohibited. If you have received this transmission in error, please notify us immediately.

You or your office has been identified as someone who may have records regarding the matter.

Based upon the Court's July 28th Order, I am requesting that you provide the Board of Regents with copies of all documents and information, including but not limited to reports, memorandums, letters, e-mails, facsimiles, interview notes, witness statements, meeting notes, phone notes, regarding the University's investigation and handling of the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

Please provide your records directly to the Board Office.

Your immediate attention to my request is appreciated.

Sincerely,

Robert Donley, Executive Director
Board of Regents, State of Iowa

Copies to:

David Miles
Bonnie Campbell
Ruth Harkin
Bob Downer
Sally Mason
Marcus Mills
James Bryant

Ilene Tuttle
Executive Assistant
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905
Phone: 515/281-6425
Fax: 515/281-6420

ituttle@iastate.edu

Once you have collected those materials, please keep the originals and send 2 copies to Nancy Dooley in our office [120 Jessup Hall]. Also please identify the individual from whom the documents have been collected so we can track that information. We will in turn forward a copy to the Board of Regents office as requested.

Mr. Evans has asked that this be done as soon as possible, so I must ask that you and people assisting you do this at your earliest convenience.

Thanks very much for your continuing assistance and cooperation on this. If you have any questions, please let me know and we'll try to get them answered.

Marc

Marc Mills

VP for Legal Affairs & General Counsel

University of Iowa

From: Evans, Thomas A [BOARD] [mailto:taevans@iastate.edu]
Sent: Wednesday, July 30, 2008 8:27 AM
To: Mills, Marcus M
Cc: David W. Miles; Bonnie Campbell; ruth.harkin@cox.net; Bob Downer; bdonley@iastate.edu; Mason, Sally K
Subject: Sexual Assault Records

Marc: Attached is a written request for University records from relevant departments and staff regarding the University's investigation and handling of the alleged sexual assault at the University on October 14, 2007. An original letter will be mailed.

<<Marc Mills_073008.doc>>

Mills, Marcus M

From: Mills, Marcus M
Sent: Tuesday, July 29, 2008 3:59 PM
To: David, Marcella; Modestou, Jennifer A; Stevenson Earl, Tiffini A
Subject: FW:

Attachments: 20080729131631733.pdf



2008072913163173
3.pdf (42 KB)

All,

Fyi.

Marc

-----Original Message-----

From: Evans, Thomas A [BOARD] [mailto:taevans@iastate.edu]
Sent: Tuesday, July 29, 2008 2:16 PM
To: David W. Miles; Bonnie Campbell; ruth.harkin@cox.net; Bob Downer; bdonley@iastate.edu
Cc: Mills, Marcus M; Cook, Timothy B [BOARD]; Saunders, Keith [BOARD]
Subject: FW:

Attached is the Court's Order granting the University of Iowa's Application To Allow Disclosure to the Board of Regents and Board Counsel EOD's report and the Athletic Department's report and any information subject to the Court's earlier Order.

-----Original Message-----

From: Tom Evans [mailto:taevans@iastate.edu]
Sent: Tuesday, July 29, 2008 1:17 PM
To: Tom Evans
Subject:

This E-mail was sent from "Savin3828" (C3828).

Scan Date: 07.29.2008 13:16:31 (-0500)

Mills, Marcus M

From: True, Douglas K
Sent: Saturday, July 26, 2008 12:54 PM
To: Fleagle, Steven R; Lopes, Lola
Cc: Mills, Marcus M; Green, Charles D
Subject: RE: Flood related security incident

Thanks for the notice steve. Wanted marc to know as well should we need to consult him if the computer is determined to be lost or stolen. Doug t

From: Fleagle, Steven R
Sent: Saturday, July 26, 2008 12:49 PM
To: True, Douglas K; Lopes, Lola
Subject: Flood related security incident

Doug, Lola,

Some of this might have been covered in the part of the flood meeting that I missed yesterday morning. There have been reports of stolen computers from flooded buildings. This is difficult to confirm as many things were moved very quickly during preparation for the flood and during the cleaning process. It is possible that the computers are just misplaced. But there is one computer that we can't locate right now that is of concern.

The computer belonged to a faculty member and had some research data which may be determined to be sensitive information. I haven't been able to get a clear picture of the data, but apparently there are video clips of people speaking and some of the subject have different developmental problems. I've been told the names of the subjects are not stored on the computer, but their likeness obviously is.

There are lots of questions that need to be answered about this situation. We are going to do a more thorough search for the computer and we are also going to see if we can determine if someone legitimately moved the computer. If we still can't find the computer, we'll get some additional assistance from Chuck and his staff. If we get to the point that we believe that the computer was stolen, then we are going to have to make a determination if there are notification requirements. At this point we think this would be a result of HIPPA, not from the newly enacted state law. We have to get a better understanding of these issues before we get to the decision making point, but I wanted to let you know about the situation up to this point.

I probably won't know a lot more before Tuesday as some key people are out of the office until then, but I'll keep you up to date as the events unfold.

Steve

Mills, Marcus M

From: Green, Charles D
Sent: Monday, July 28, 2008 10:56 AM
To: Mills, Marcus M
Subject: FW: scan copy
Attachments: 10-19785.pdf

Marc,
FYI; an electronic version as requested. CG

From: Mulder, Susan J
Sent: Monday, July 28, 2008 10:28 AM
To: Green, Charles D
Subject: scan copy

Sue Mulder
Administrative Secretary
University of Iowa Police
200 So. Capitol St.
Iowa City, IA 52240-3802
Phone: 319-335-5804

Mills, Marcus M

From: Mason, Sally K
Sent: Tuesday, July 22, 2008 10:58 AM
To: True, Douglas K; Mills, Marcus M; Braun, Mark J; Lopes, Lola; Parrott, Steven R
Subject: FW:

Attachments: Draft statement.docx



Draft
atement.docx (16 K)
One last chance before I call Miles at 11:30

Mills, Marcus M

From: Parrott, Steven R
Sent: Friday, July 18, 2008 2:51 PM
To: Mills, Marcus M; Kettner, Linda S; Barta, Gary A
Subject: Attorney-Client Privilege

All:

Linda called to say that Chuck Green alerted her that the mother of the young woman involved in the Hillcrest assault case has sent a letter to the Iowa City Press-Citizen. I'm not clear whether we've had a call yet from the P-C and/or whether we've been able to confirm if it was the same letter sent to some UI officials previously.

In any case, here are some points that might be made when we get calls for a response (the bracketed and highlighted sentences might be deleted):

* From the time UI officials were first informed of this incident, we have given top priority to working with the young woman involved and her family to assure her health and safety.

* We fully understand that sexual assaults can be extremely difficult to deal with. We continue to stand ready to assist in any way that we can, including responding to concerns about how this case was handled. [As many people are aware, the Board of Regents office has concluded that we followed policies and procedures properly, but has also recommended some changes intended to improve how the UI responds to such cases. We are preparing a response to those recommendations that will be presented at an upcoming Regents' meeting.]

* However, we have an obligation to ensure that this case is tried in a court of law before it is "tried" in the court of public opinion. For that reason, until the criminal case has reached its conclusion, we believe it is inappropriate to comment on any of the details of this incident except through the criminal court system.

Gary has done a great job of putting our concern for the young woman's health and safety into words, so I would certainly defer to him if he wants to expand on any of these or change them completely.

SP

Mills, Marcus M

From: Modestou, Jennifer A
Sent: Friday, July 18, 2008 2:28 PM
To: David, Marcella; Stevenson Earl, Tiffini A
Cc: Mills, Marcus M
Subject: RE: Situation

Thanks for the heads-up. While we can't comment on this particular situation, what do you think about consulting w/ Steve Parrot to see if there's any very general statement we can make about the office's commitment to a fair and respectful complaint process? Without seeing the letter, it's hard to know what we're dealing with. Any chance we can get a copy of the letter today?

-Jennifer

-Jennifer Modestou, SPHR
Director of Equal Opportunity and Diversity
University of Iowa
Office of Equal Opportunity and Diversity
202 Jessup Hall
Iowa City, IA 52242
(319) 335-0705
jennifer-modestou@uiowa.edu

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From: David, Marcella
Sent: Friday, July 18, 2008 1:30 PM
To: Modestou, Jennifer A; Stevenson Earl, Tiffini A; Waterhouse, Janette C
Cc: Mills, Marcus M
Subject: Situation

Hello Jennifer, Jan and Tiffini

I wanted to let you know that apparently the mother of the victim of the sexual assault victim has sent to the Press Citizen a copy of a letter she sent to Sally complaining about how badly everyone treated her daughter. EOD is not spared; according to the letter, Tiffini and Jan made her friend cry and participated in the conspiracy that kept from her the fact that two men were indicated as having had intercourse with her.

This will likely hit on Saturday.

We will, of course, have no comment, but I wanted you to be prepared for the storm that may arise. Marc is sending the letter, and I will forward it to you. I am out on Monday, but back on Tuesday. I will be on email, if you have any concerns that I can help you with.

Marcella

Marcella David
Professor of Law & International Studies
Special Assistant to the President for Equal Opportunity & Diversity and

Associate Provost for Diversity

University of Iowa
202 Jessup Hall
Iowa City, IA 52242
319-335-0705 (voice)
319-353-2088 (fax)
marcella-david@uiowa.edu

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FW: Request for Information

Mills, Marcus M

From: Parrott, Steven R
Sent: Wednesday, June 18, 2008 3:09 PM
To: Mills, Marcus M; Jones, Phillip E; Baker, Thomas R; Kettner, Linda S; Heitman, Lucille
Subject: FW: Request for Information

Just to make you all aware of this request.

Steve Parrott
Director of University Relations
University of Iowa
101 Jessup Hall
Iowa City, IA 52242

Ph: 319-335-0552
Cell: 319-530-6972

----- Forwarded Message

From: "Heitshusen, Sonya" <Sonya.Heitshusen@WHOTV.com>
Date: Wed, 18 Jun 2008 16:04:51 -0400
To: "steven-parrott@uiowa.edu" <steven-parrott@uiowa.edu>
Cc: "sally-mason@uiowa.edu" <sally-mason@uiowa.edu>, "gary-barta@uiowa.edu" <gary-barta@uiowa.edu>, "fred-mims@uiowa.edu" <fred-mims@uiowa.edu>, "kirk-ferentz@uiowa.edu" <kirk-ferentz@uiowa.edu>
Conversation: Request for Information
Subject: Request for Information

Mr. Parrot,

This is a request for information under Iowa's Open Records law and the Freedom of Information Act.

I am requesting a copy of the internal investigation conducted by the University of Iowa into the alleged sexual assault at Hillcrest Residence Hall on October 14, 2007. I am aware the Press Citizen is taking legal action to gain access to the report. WHO-TV does not intend to pursue similar action, but is requesting that the University voluntarily supply copies of the documents.

WHO-TV is also requesting the addresses, including dorm room assignments, for the following students as of October 14, 2007: Lance Tillison, Michael Daniels, Derrell Johnson-Koulianos, Michael Daniels, Cedric Everson and Abe Satterfield.

In addition, WHO-TV is requesting the addresses for the above named students as of October 21, 2007.

And finally, WHO-TV is requesting the address and room assignment for Molly Houlton as of October 14, 2007, November 5, 2007 and November 21, 2007.

Thank you for your cooperation.

Sonya Heitshusen

Anchor/Reporter

WHO-TV

Des Moines, Ia. 50309

FW: Request for Information

515-242-3589

----- End of Forwarded Message

FW: update records request

(319) 337-3181 x. 632

(319) 339-7360 (night)

bmorelli@press-citizen.com

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www.goiowacity.com <<http://www.goiowacity.com/>>

----- End of Forwarded Message

Lonny Pulkrabek
Johnson County Sheriff
511 S. Capitol St. Box 2540
Iowa City, IA 52244
Phone # 319-356-6020
Fax # 319-356-6017

From: Meyer, Brian J [mailto:brian-meyer@uiowa.edu]
Sent: Wednesday, May 28, 2008 12:53 PM
To: Lonny Pulkrabek
Subject:

Jagat Sandhu DCI stated he dropped off the warrants at the JCSO ref. Abe Satterfield and Cedric Everson. When they turn themselves in to your office can you please call our dispatch at 335-5022 to let us know. This is also so we can get the charges docketed when the warrants are served.

Thanks,

Inv. Brian J. Meyer
University of Iowa Police
808 University Capitol Centre
200 South Capitol Street
Iowa City, IA 52242-5500
phone 319-335-5011
cell 319-541-9286
fax 319-335-5800

This information MAY contain intelligence data, and other SENSITIVE law enforcement data. Dissemination must be in accordance with Chapter 692, Code of Iowa, and with 661 Iowa Administrative Code, Chapter 8, Division II. UNAUTHORIZED RE-DISSEMINATION MAY RESULT IN CIVIL AND CRIMINAL LIABILITY.

SP

-----Original Message-----

From: "Witosky, Tom" <twitosky@desmoine.gannett.com>
Subj: A Chapter 22 request
Date: Thu Jun 5, 2008 2:07 pm
Size: 2K
To: "Steve Parrott" <steven-parrott@uiowa.edu>

If you did, could I get a response either in writing or verbally from you?
I also understand you may not be able to answer this question, but I need to make sure that I understand why you can't respond.

Thanks.

Tom Witosky

----- End of Forwarded Message

FW: open records request

Conversation: open records request
Subject: open records request

Dr. Mr. Parrott and Ms. Kettner,

Pursuant to the state open records law, I write to request access to and a copy of all documents of any kind (including but not limited to e-mails, faxes, letters, memoranda, notes, reports, text messages, correspondence, and electronic copies of such documents stored on any computer, hard drive, tape drive, network drive, or other electronic storage device of any kind) that reference or relate to in any way: (1) any alleged or actual sexual assaults occurring at the at the University of Iowa from October 1, 2007 to the present; (2) all documents other than ones we have already received (same definition) that reference or relate to in any way to the execution, application, or enforcement of the UI Sexual Assault Policy to any alleged or actual assaults from October 1, 2007 to the present; and (3) all documents (same definition) relating to or referencing in any way search warrants or subpoenas or other communications to or from the Johnson County Attorney's Office or the UI Department of Public Safety concerning any alleged or actual sexual assaults from October 1, 2007 to the present.

These requests include but are not limited to documents possessed by, authored by or on behalf of, received by or on behalf of, or sent by or on behalf of the following persons: Gary Barta, Fred Mims, Mary Curtis, Kirk Ferentz, or other employees in the Athletic Department, Marcella David, Philip Jones, Tom Baker, Gary Fehltke, Sally Mason or other employees working in the Office of the President, any member of the Board of Regents or staff of the Board of Regents, employees of the Iowa Attorney General's Office, Janet Lyness or other employees of the Johnson County Attorney's Office, Steve Parrott, the Dean of Students, UI employees working at Hillcrest Hall, and/or Chuck Green or any other employees of the Department of Public Safety, the Office of the Director of Equal Opportunity and Diversity, or the Office of Student Services.

If you contend some or all of the documents are protected from production because of an exception to the Iowa open records law, or because of a privilege, or because of an existing court order, please explain the basis for the refusal to produce the records. If you contend a portion of some documents are protected, please produce a redacted document with an explanation of the basis for the redaction. If your agency does not maintain these public records, please let me know who does and include the proper custodian's name and address. Please let me know in advance if there are copying or processing costs for reproducing the requested material. As provided by the open records law, I will expect your response within ten (10) business days.

Thank you for your assistance.
 Sincerely,

Brian Morelli

University Reporter

Iowa City Press-Citizen

(319) 337-3181 x. 632

(319) 339-7360 (night)

bmorelli@press-citizen.com

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FW: open records request

----- End of Forwarded Message

FW: open records request

From: Kettner, Linda S
Sent: Wednesday, January 16, 2008 10:32 AM
To: Mills, Marcus M
Cc: Parrott, Steven R
Subject: FW: open records request

This just arrived.
Isk

----- Forwarded Message

From: "Morelli, Brian" <bmorelli@iowacity.gannett.com>
Date: Wed, 16 Jan 2008 11:28:33 -0500
To: "Parrott, Steven R" <steven-parrott@uiowa.edu>, "Kettner, Linda S" <linda-kettner@uiowa.edu>
Conversation: open records request
Subject: open records request

Dr. Mr. Parrott and Ms. Kettner,

Pursuant to the state open records law, I write to request access to and a copy of all documents of any kind (including but not limited to e-mails, faxes, letters, memoranda, notes, reports, text messages, correspondence, and electronic copies of such documents stored on any computer, hard drive, tape drive, network drive, or other electronic storage device of any kind) that reference or relate to in any way: (1) any alleged or actual sexual assaults occurring at the at the University of Iowa from October 1, 2007 to the present; (2) all documents other than ones we have already received (same definition) that reference or relate to in any way to the execution, application, or enforcement of the UI Sexual Assault Policy to any alleged or actual assaults from October 1, 2007 to the present; and (3) all documents (same definition) relating to or referencing in any way search warrants or subpoenas or other communications to or from the Johnson County Attorney's Office or the UI Department of Public Safety concerning any alleged or actual sexual assaults from October 1, 2007 to the present.

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Thank you for your assistance.
Sincerely,

Brian Morelli

University Reporter

Iowa City Press-Citizen

(319) 337-3181 x. 632

(319) 339-7360 (night)

P1096

FW: open records request

bmorelli@press-citizen.com

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FW: open records request

To: "Parrott, Steven R" <steven-parrott@uiowa.edu>, "Kettner, Linda S" <linda-kettner@uiowa.edu>
Conversation: open records request
Subject: open records request

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Pursuant to the state open records law, I write to request access to and a copy of all documents of any kind (including but not limited to e-mails, faxes, letters, memoranda, notes, reports, text messages, correspondence, and electronic copies of such documents stored on any computer, hard drive, tape drive, network drive, or other electronic storage device of any kind) that reference or relate to in any way: (1) any alleged or actual sexual assaults occurring at the at the University of Iowa from October 1, 2007 to the present; (2) all documents other than ones we have already received (same definition) that reference or relate to in any way to the execution, application, or enforcement of the UI Sexual Assault Policy to any alleged or actual assaults from October 1, 2007 to the present; and (3) all documents (same definition) relating to or referencing in any way search warrants or subpoenas or other communications to or from the Johnson County Attorney's Office or the UI Department of Public Safety concerning any alleged or actual sexual assaults from October 1, 2007 to the present.

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University Reporter

Iowa City Press-Citizen

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FW: open records request

Page 3 of 3

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Thank you for your assistance.
Sincerely,

Brian Morelli

University Reporter

Iowa City Press-Citizen

(319) 337-3181 x. 632

(319) 339-7360 (night)

bmorelli@press-citizen.com

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FW: open records request

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Sincerely,

Brian Morelli

University Reporter

Iowa City Press-Citizen

(319) 337-3181 x. 632

(319) 339-7360 (night)

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Mills, Marcus M

From: Kjaer, Jacqueline R
Sent: Wednesday, January 16, 2008 8:50 AM
To: Mills, Marcus M
Subject: Today's letter
Attachments: 20080116 Letter to Giudicessi.pdf

attachments

Sincerely,

MMM
[title]

attachments

DMR story

wondered why he is doing that."

Lyness has said a court order issued by a district judge forbids officials from acknowledging they received the subpoenas.

She declined, however, to provide the Register with a copy of the order or identify the judge who issued it.

That order - described by Lyness as a "county attorney's subpoena" - directs the clerk of courts office to seal all information received under the subpoena for at least 90 days.

Lyness said she received advice from the Iowa attorney general's office that supported her broad measures to restrict information about the case.

Although there is no case law supporting that action, Lyness said, that power falls within the discretion of courts and prosecutors.

Lyness confirmed she had discussions with U of I's Mills regarding whether she wanted the records disclosed during the investigation. She insisted, however, that the final decision has always rested with university officials.

"I know we talked about wanting to get these records, and we don't want them released to anybody," Lyness said. "Would it be my preference that records dealing with our investigation that deal with names, witnesses and all of that information not be disclosed? Yes, that is my preference. Until we get the investigation completed, that is definitely my preference."

Mills, Marcus M

From: Mills, Marcus M
Sent: Monday, January 07, 2008 10:26 AM
To: Mills, Marcus M
Subject: Jan 6, 2007, DSM Reg article re: open records/subpoenas

[http://www.desmoinesregister.com/apps/pbcs.dll/article?
AID=/20080106/SPORTS020502/801060335&template=printart](http://www.desmoinesregister.com/apps/pbcs.dll/article?AID=/20080106/SPORTS020502/801060335&template=printart)

Marc

Another Witosky request

If there are any copying charges to be levied, please let me know if the cost would exceed \$50 prior to complying with this request.

If you have any questions, you can contact me at 515-284-8522 or by e-mail at twitosky@dmreg.com.

Thank you for your attention.

Sincerely,

Tom Witosky
Staff Writer
Des Moines Register

FW: Freedom of Information Request

Des Moines, Ia. 50309

515-242-3589

----- End of Forwarded Message

Iowa City Press-Citizen public records request

Mills, Marcus M

From: Kettner, Linda S
Sent: Thursday, November 15, 2007 3:48 PM
To: Curtis, Mary C
Cc: Mills, Marcus M; Parrott, Steven R; Abbott, Mark B; Foster, Brenda M; Barta, Gary A
Subject: Iowa City Press-Citizen public records request

Mary,
See below the public records request filed this afternoon by Brian Morelli of the Iowa City Press-Citizen.
Please preserve all documents that pertain to the request. We have 10 business days (or 20 calendar days) to respond.
Thank you,
isk

From: "Morelli, Brian" <bmorelli@iowacity.gannett.com>
Date: Thu, 15 Nov 2007 14:39:06 -0600
To: Steve Parrott <steven-parrott@uiowa.edu>
Conversation: records
Subject: records

Steve,

Pursuant to the state open records law, Iowa Code Secs. 22.1 to 22.14, I write to request access to and a copy of correspondence (including e-mails, faxes, letters, documents, etc.) to and/or from Mary Curtis regarding any incidents such as attempted rapes, attempted assaults and/or attempted sexual assaults and/or actual rapes, actual assaults and/or actual sexual assaults from Oct. 14, 2007 to the present. If your agency does not maintain these public records, please let me know who does and include the proper custodian's name and address.

Please let me know in advance if there are copying or processing costs for reproducing the requested material.

As provided by the open records law, I will expect your response within ten (10) business days.

If you choose to deny this request, please provide a written explanation for the denial including a reference to the specific statutory exemption(s) upon which you rely. Also, please provide all segregable portions of otherwise exempt material.

Thank you for your assistance.

Sincerely,

Brian Morelli

University Reporter

Iowa City Press-Citizen

(319) 337-3181 x. 632

(319) 339-7360 (night)

bmorelli@press-citizen.com

Gazette public records request

201 S. Clinton St., suite 200

Iowa City, IA 52240

319-339-3157 (tel)

Cc: Marc Mills

Morelli Public Records Request

Iowa City Press-Citizen
1725 N. Dodge St.
Iowa City, IA 52245

(319) 339-7360

FW: Records request

Lee Hermiston,
Reporter

Copies: Jim Lewers, Press-Citizen executive editor; Paul Burns, Press-Citizen counsel

Lee Hermiston
Cops/Courts reporter
Iowa City Press-Citizen
319.337.3181 ext. 636
lhermiston@press-citizen.com

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----- End of Forwarded Message


and its aftermath suggests that our community must face and deal with issues of sexual assault and violence as an educational matter. The many intense responses this incident inspired in our community suggest that it has produced a "teachable moment"--a time when the doors are open to more profound consideration of how members of our community can treat each other with mutual respect and compassion. To their credit, many persons with whom we spoke expressed willingness, indeed, eagerness, to participate in this "teachable moment" by expanding the training that is offered on such matters and by building relationships with members of our community who can guide us and our students to a fuller understanding of these concerns. These are not simply matters for the Athletic Department, but pervade our community. We invite and encourage further movement in that direction. More specific training within the Athletic Department on sexual harassment and violence for both personnel and students on at least a yearly basis, preferably separated from the initial orientation training, would be beneficial to all concerned. The resources of the Rape Victim Advocacy Program would, the Committee believes, be available to the Athletic Department in developing and presenting this training.

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Company Profile

Jerome A Moore

19678 Harper Ave 203, Grosse Pointe, MI 48236-1966, United States ([Map](#)) ([Add Company Info](#))

Phone: (313) 647-0700

SIC: Legal Services

Line of Business: Legal Services Office

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Detailed Jerome A Moore Company Profile

This company profile is for the private company Jerome A Moore, located in Grosse Pointe, MI. Jerome A Moore's line of business is legal services office.

Company Profile: Jerome A Moore

Year Started: 1961

State of Incorporation: N/A

URL: N/A

Location Type: Single Location

Stock Symbol: N/A

Stock Exchange: N/A

Also Does Business As: N/A

NAICS: N/A

SIC #Code: 8111

Est. Annual Sales: \$54,000

Est. Employees: 1

Est. Employees at Location: 1

Contact Name: Jerome A Moore

Contact Title: Owner

Data above provided by D&B.

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
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
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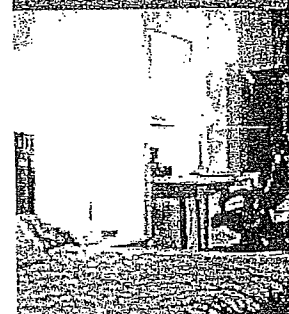
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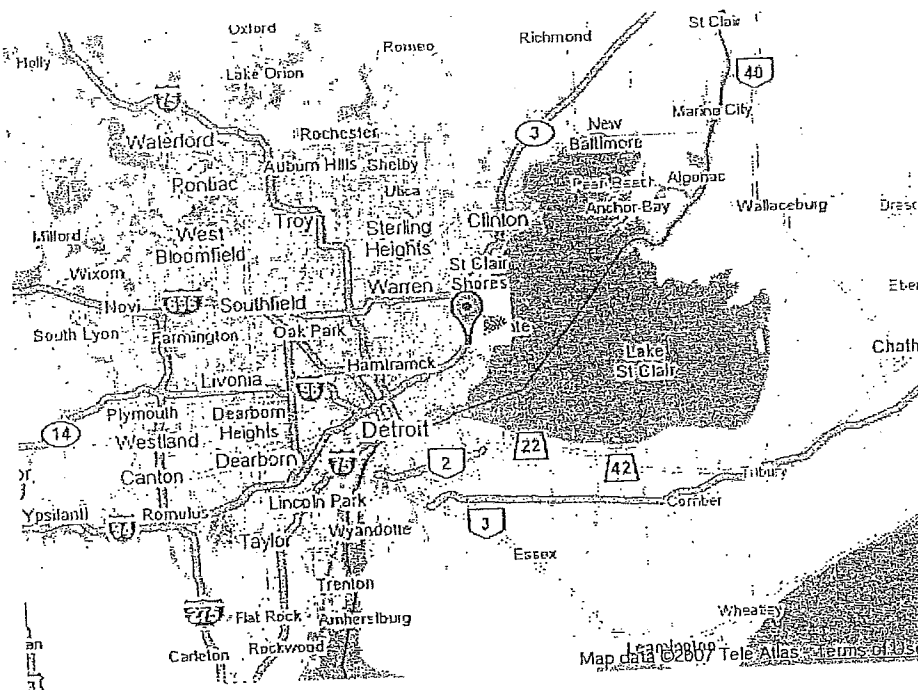
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again

TOM WITOSKY

REGISTER STAFF WRITER

Search warrants used to investigate an alleged sexual assault possibly involving University of Iowa football players last October have been sealed for an additional 60 days, Johnson County court records show.

Six warrants were served in relation to an investigation by University of Iowa campus police, who were assisted by the Iowa Division of Criminal Investigation. Those warrants related to searches of dormitory rooms at the university's Hillcrest Residence Hall.

The order sealing the documents for an additional 60 days is the second time an extension has been requested by the office of Johnson County Attorney Janet Lyness.

Prosecutors, who have yet to file charges in the case, have declined comment on the status of the investigation. Last November, university officials disclosed that a police investigation had begun into the alleged assault of a woman during the early morning hours of Oct. 14 at Hillcrest.

A campus police report indicated that an incident occurred between 2 a.m. and 6 a.m. Oct. 14 and that there is an active investigation of third-degree sexual assault — a Class C felony, punishable by up to 10 years in prison and a \$10,000 fine.

University officials said three members of the University of Iowa football team had been questioned, but never named individuals.

May 9, 2008

Search warrants involving alleged UI assault, football players sealed again

TOM WITOSKY

REGISTER STAFF WRITER

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University officials said three members of the University of Iowa football team had been questioned, but never named individuals.

Mills, Marcus M

From: Pressler, Dawn L
Sent: Tuesday, June 10, 2008 11:00 AM
To: Hauth, Mary Ann E; Bates, Cheryl L; Szeluga, Bridget K; Ricklefs, Janice E; Miller, Barbara J; Sondgeroth, Tracy N; Potter, Shawn A; Mills, Marcus M; Mast, Caroline M; Heitman, Lucille; Cochran, Angela M; Brown, Marilyn J; McDonald, Kathleen A; Lee, Susan K; Matthes, Donna J; Grubb, Nancy; Burlingame, Susan K; Carlson, Jonathan C; Stromquist, Shelton; Drake, David R; Buckley, Susan C; Rocklin, Thomas R; Parker, Rae L; Yows, Kristina; Currant, Kathryn J; Bleam, Maison B; Ketelsen, Scott A; Douglas, Christine M; Zaper, Laura J; Jarrard, Deborah; Moore, Susan M; Van Allen-Shalash, Evalyn O; Thompson, Kate C; Kramer, Julie; Folkmann, Dawn L; Andrews, Kathryn A; Parrott, Steven R; O'Hara, Michael; Braun, Mark J; Avant, Kelly A; Kuebrich Yordi, Kimberly A; Lewis, Carolyn S; Ridgeway, Cheryl A; Nissley, Patricia J; Cunningham, Sharon; Butler, Karen; Kettner, Linda S; Dietrich, Rhonda; Baumert, Ryan; Potter, Cassandra L; Goff, Ann Frances V; Weber, Jean A; Sullivan, Michael T; Blair, Julie K; Lansing, Jessica; Brown, Matsalyn L B; Marner, Belinda L; True, Douglas K; Licher, Susan L; Collins, Dixie; Powers, Lauren A; David, Marcella; Briggs, Michael; Richey, Lynne A; Sharp, Victoria; Green, Charles D; Dooley, Nancy A
Cc: Brown, Marilyn J; Foster, Brenda M
Subject: BOR
Attachments: 0608_ITEM17.pdf

From: Tuttle, Ilene [BOARD][SMTP:ITUTTLE@IASTATE.EDU]
Sent: Monday, June 09, 2008 4:33:39 PM
To: chet.culver@iowa.gov; patty.judge@iowa.gov; Mason, Sally K; Mills, Marcus M; diane.stahle@iowa.gov; Hajek, Emily [IGOV]; Campbell, Bonnie J.; Connolly, Jenny; Downer, Robert; Evans, Jack B.; Gartner, Michael; Harkin, Ruth; Lang, Craig; Miles, David; Vasquez, Rose

On behalf of Bob Donley:

Attached is a copy of new Agenda Item 17 -- "Report on the University of Iowa's Compliance with Policy and Procedures while Investigating a Sexual Assault Complaint." The attachments to the report are available for inspection in the Board Office and are also available at the following link:

<http://www2.state.ia.us/regents/Meetings/DocketMemos/08Memos/jun08/june2008.htm>

Ilene Tuttle
Executive Assistant
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905
Phone: 515/281-6425
Fax: 515/281-6420

ituttle@iastate.edu

Mills, Marcus M

From: Parrott, Steven R
Sent: Tuesday, March 11, 2008 3:24 PM
To: True, Douglas K; Hay, Meredith; Jones, Phillip E; Mills, Marcus M; Lynette-marshall@uiowa.edu; Robillard, Jean E; Mason, Sally K; Lopes, Lola; Barta, Gary A; David, Marcella; Brown, Marilyn J; Carlson, Jonathan C; Kettner, Linda S; Klatt, Richard T
Subject: On-line stories re: President's comments to Regents

Here are the on-line stories regarding Sally's comments to the Regents.

Steve Parrott
Director of University Relations
University of Iowa
101 Jessup Hall
Iowa City, IA 52242

Ph: 319-335-0552
Cell: 319-530-6972

UI President Mason addresses student-athlete conduct

By Brian Morelli
Iowa City Press-Citizen

University of Iowa President Sally Mason addressed a string of off-the-field incidents involving UI student-athletes, during an Iowa state Board of Regents board meeting today.

Mason said that while she has not been happy with the behavior, she is pleased with how administrators have handled the incidents, including dismissing some students from the team.

Mason said consequences and reaction has been "above board, swift, fair and appropriate."²

Iowa football players have been involved in a range of legal issues recently such as credit card theft and fraud, drug possession and domestic violence.

Three players also were questioned in connection with an alleged sexual assault.

Mason said it is important to recognize that there are 120 players on the football team, who are seen as role models, and many of those student-athletes have done nothing wrong.

Mason presented the regents with a list of educational and life skill programming for student-athletes, which includes sexual assault awareness training to all new student athletes and expectations of personal and public conduct.

Regent Bonnie Campbell said she was disappointed to learn there was limited information about student safety during general student orientation, and the universities need to do a better job of publicizing this information.

"It is very important that we not bury our heads in the sand," Campbell said.

UI president 'not happy' with student-athlete behavior ERIN JORDAN € REGISTER STAFF WRITER
€ MARCH 11, 2008

Iowa City, Ia. < University of Iowa president Sally Mason is displeased with continued legal problems among members of the Iowa football team, but expressed support today for the athletic department's handling of the situation.

"I've not been happy with some of the poor student-athlete behavior," Mason told members of the Iowa Board of Regents.

Mason also said those athletes are not representative of the bigger athletic department.

"We have not backed down on our expectations," Mason said. "We will continue to work hard to make sure our men and women know that competing for the University of Iowa is a privilege."

However, Mason said she approves of the handling of the situations by Iowa coaches and Gary Barta, the university's athletic director.

There have been 14 arrests involving members of the Iowa football team since last April, on charges ranging from public intoxication to illegal possession of prescription drugs.

Most recently, James Cleveland, a starting wide receiver, and Arvell Nelson, a backup quarterback, were dismissed from the football team after being arrested by campus police on drug charges.

Cleveland, 19, has pleaded not guilty to the charges and waived a preliminary hearing scheduled for Friday. Nelson, 19, also waived preliminary hearing, but online records indicate he has not yet submitted a preliminary written plea.

There also is an investigation into an alleged sexual assault at a campus dormitory last year. Three men who were players at the time of the alleged assault were questioned, but the university has not released those names and no charges have been filed.

Mason gave Regents and the media a list of programming for student-athletes that includes presentations on sexual assault awareness, hazing and sessions on social networking sites, like Facebook.

Regent Bonnie Campbell, of Des Moines, said she was shocked to learn that incoming U of I freshmen do not receive extensive information about personal safety on the 30,000-student campus.

"We need to have good policies, but they are worthless if no one knows what they are," Campbell said.

Mason said the U of I will work to improve access to programming that is available.

Mason calls Iowa action 'swift, appropriate'
By Scott Dochterman
The Gazette

IOWA CITY < University of Iowa President Sally Mason praised actions by Iowa athletics officials in handling recent off-the-field issues, calling them "swift, fair and appropriate."

"There are certain times when student-athletes and all students deserve a second chance, but we will also not back down on our expectations," Mason said. "Several of our football players that have made poor decisions are no longer with the program."

Since last April, 14 different players have been arrested for crimes ranging from possessing alcohol under legal age to felony drug possession. In December, Dominique Douglas and Anthony Bowman pleaded guilty to credit card fraud, an aggravated misdemeanor reduced from a felony. On Feb. 23, James Cleveland was arrested for drug tax stamp violation, a Class D felony, and two counts of unlawful possession of prescription drugs, while roommate Arvell Nelson was arrested for possession of marijuana. Cleveland, Nelson and Douglas < who also was arrested for fifth-degree theft two months after his felony arrest < all were dismissed from the team, while Bowman's status remains unclear.

Iowa Coach Kirk Ferentz also dismissed Dana Brown (domestic assault, multiple theft arrests) and Clint Huntrods (public intoxication) within days of their arrests last fall. Ryan Bain (disorderly conduct) left the team for other reasons last spring. Other arrests or citations included Bradley Fletcher, Ben Evans and Lance Tillison < drunken driving; Ricky Stanzi, Ryan Donahue and Tyler Gerstandt < possession of alcohol under legal age; and Brandon Myers < interference with official acts.

Two other players < Abe Satterfield and Cedric Everson < transferred at semester. The two were considered "not in good standing" by Ferentz in mid-October and did not participate in team activities for the rest of the season.

In November, three players were questioned by police for their roles in an alleged sexual assault that occurred Oct. 14 at Hillcrest Hall. The alleged victim reported the incident on Nov. 5, and police officials searched multiple dorm rooms on Nov. 14. The incident remains under investigation by the Johnson County Attorney's Office.

Mason wanted to combat the perception that the university merely is reacting to the issues and not taking a proactive approach. Mason brought a list of annual seminars and training the university provides for student-athletes.

Among the programs include annual presentations from the Rape Victim Advocacy Program, seminars on sexual health, alcohol abuse, stress, plagiarism, time management and diversity.

"We will continue to work hard to make sure that young men and young women who come to Iowa understand that competing for the Hawkeyes is a privilege,"

Mason said. "While we regret the actions of those who made poor decisions, I want to remind everyone that we have 120 young men on the football team who are tremendous role models. The vast majority of our team members are wonderful student-athletes who are working hard to do things right."

Regent Bonnie Campbell said she would like to see similar seminars on personal safety and university protocol for all students at orientation, not just student-athletes.

"This is Iowa," Campbell told Mason. "People really need to feel that ... their children need to feel safe on a college campus."

"It's very important that we not bury our heads in the sand."

Mills, Marcus M

From: Green, Charles D
Sent: Monday, December 17, 2007 4:27 PM
To: Langley, Lawrence M; Searls, William S; Visin, David A; Scott, Ian J; Sharp, Shawn P; Wiederholt, Lucy A; Berkson, Peter M; Hyche, Derek; Laing, Harold M; Noska, Loren; Stange, Steven R; Trotter, Katherine A; Allison, Bradford S; Bringman, Terry L; Buffington, Matthew C; Coons, Scott M; Dohrmann, Stephen S; Egli, Jon-Thomas P; Gibney, Corey J; Jennings, Matthew J; Lang, Joe L II; Mellecker, Christopher N; Meyer, Brian J; Morgan, Shawn C; Poole, Alton; Rarick, Christina M; Seymour, Mitchell R; Smith, Michael S; Stuckey, Ross H; Voeller, Jeremy J; Vriezelaar, Elizabeth A; Werling, Eric S; Horras, Kim E; Porter, Patricia M; Harvey, Charles N; Ipsen, Laureen Mary R; Lipscomb, Dee K; Loebe, Kelsey E; Russell, Eileen K; Schooley, Cindy L; Blockhus, Robert J; Chapin, Geoff S; Cirese, James D; Friedhoff, Kenneth F; Gantenbein, Bruce F; Grissom Jr, Daniel W; Harmsen, Larry L; Hartsock, Beau R; NILES, Travis S; Nixon, Craig A; O'Rear, Robert L; Rath, Steven L; Sabha, Sam; Tipsword, Jason
Cc: Parrott, Steven R; Janet Lyness; Mills, Marcus M
Subject: FW: YOUR VOICE MAIL

All,
FYI. CG

From: Green, Charles D
Sent: Monday, December 17, 2007 4:23 PM
To: 'Morelli, Brian'
Subject: YOUR VOICE MAIL

Hello Brian,
Regarding your voice mail and today's news:

[http://www.press-citizen.com/apps/pbcs.dll/article?
AID=/20071217/HAWKS0104/71217003/1079](http://www.press-citizen.com/apps/pbcs.dll/article?AID=/20071217/HAWKS0104/71217003/1079)

The only responsible comment I can make at this time is that we have concluded the major part of our investigation and we are turning everything over to the County Attorney's office for review. When additional information becomes available, I will be going through normal university channels. Unfortunately, I won't speculate on when that might occur. Take care. C. Green

*Charles D. Green, Assistant Vice President and Director of Public Safety
University of Iowa Department of Public Safety
808 University Capitol Centre
Iowa City, Iowa 52242-5500
(319) 335-5026
(319) 335-5022 (UI Police Dispatch)
FAX: (319) 335-5800
charles-green@uiowa.edu*

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P1474

FW: follow up questions

(319) 337-3181 x. 632

(319) 339-7360 (night)

bmorelli@press-citizen.com

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----- End of Forwarded Message

Mills, Marcus M

From: Green, Charles D
Sent: Tuesday, November 13, 2007 10:59 AM
To: Mills, Marcus M; Parrott, Steven R
Subject: FW: charges

From: Morelli, Brian [mailto:bmorelli@iowacity.gannett.com]
Sent: Monday, November 12, 2007 9:42 AM
To: Green, Charles D
Subject: charges

Hello,

I am getting renewed information that your department either recently charged or recently began an investigation into sexual assault claims against two UI students Cedric Everson and Abe Satterfield. I know I tried you a couple of weeks ago on this. Do you have any information on this now? Is this accurate?

Brian Morelli
University Reporter
Iowa City Press-Citizen
(319) 337-3181 x. 632
(319) 339-7360 (night)
bmorelli@press-citizen.com

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Mills, Marcus M

From: Green, Charles D
Sent: Thursday, November 08, 2007 10:20 PM
To: Baker, Thomas R
Cc: Visin, David A; Porter, Patricia M; Lukas, Maria; Mills, Marcus M; Jones, Phillip E
Subject: RE: Clery Act documents

Tom,
 I would like to schedule such a meeting sometime after November into December, after I return from the Big 10 Law Enforcement Conference the first week of December. CG

From: Baker, Thomas R
Sent: Thursday, November 08, 2007 5:38 PM
To: Green, Charles D
Cc: Visin, David A; Porter, Patricia M; Lukas, Maria; Mills, Marcus M; Jones, Phillip E
Subject: Clery Act documents

Chuck

After you called this morning, I checked my files and located the most recent Department of Education (DE) documents which address timely notice. I have a 11/10/2005 DE letter to Ohio State U; a 9/19/2006 DE letter to La Salle University; and the 6/29/2007 "program review report" for Eastern Michigan U. Sexual assaults and timely notice requirements are discussed in all three letters, however, I don't see any specific pronouncements that go beyond earlier DE expectations. If your department has received documents in addition to these letters, please let me know. (If you do not have these three letters in your files, let me know and I'll get you copies.)

I suggest we schedule a meeting next week to review the documents and consider these questions and others:

1. When campus police receive a criminal report alleging sexual assault, does the Clery Act require an immediate notice to the community in every case?
2. If timely notice is to be made, does the DE require a campus-wide notice in every case?
3. If police have the name and/or a description of the alleged perpetrator, must the name and/or description appear in the timely notice?
4. What is the purpose of the timely notice according to the DE?
5. What does the DE advise about notifying the community in cases of date rape?
6. When a non-police "campus security authority" receives word of a possible sexual assault, is the official obliged by DE policy to forward a report about the incident to the campus police? If so, how quickly?
7. Is the timely notice requirement the same if the recipient of the report is a non-police "campus security authority" and not the campus police?
8. When campus police receive a report from a non-police "campus security authority," must the sexual assault be posted on the "daily log"?
9. Tort question: what if a timely warning is issued at the onset of a criminal investigation but the alleged perpetrator is not charged or is charged but is found not guilty of the alleged crime in court? Is there a basis for the student recovering compensation under a slander cause of action?

Would you be willing to call the meeting? I believe both Marc Mills and Maria Lukas would like to attend as well.

Tom Baker
 Associate Dean of Students

Mills, Marcus M

From: Baker, Thomas R
Sent: Thursday, November 08, 2007 5:38 PM
To: Green, Charles D
Cc: Visin, David A; Porter, Patricia M; Lukas, Maria; Mills, Marcus M; Jones, Phillip E
Subject: Clery Act documents

Chuck

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Tom Baker
Associate Dean of Students

Mills, Marcus M

From: David, Marcella
Sent: Monday, November 05, 2007 5:31 PM
To: Waterhouse, Janette C
Cc: Stevenson Earl, Tiffini A
Subject: Investigation Progress
Importance: High

Hello Jan

First, let me express my thanks to you and Tiffini for what you have accomplished so far – a lot of witnesses interviewed, and a lot of information covered. I appreciate your efforts.

Tiffini briefed me on your progress with this investigation. I would like to discuss with you the possibility of getting a conclusion in advance of the completed report, so that if there are likely next steps, the appropriate people can start making plans (scheduling meetings, hearings, or anything else that is appropriate) as soon as possible. I also understand from discussions with Marc that tensions are running pretty high among the students, and I am concerned that some resolution needs to be communicated as soon as possible.

Of course, I understand that this is completely unprecedented, which is why I would like to talk with you about it! You can feel free to call me at home tonight, if you get this message anytime before 10.00 pm (341.9844). I will be at my desk at 8.45 tomorrow before a 9.00 meeting, but if you need to, you can call me at the Provost Office 5.3565 and ask them to get me to step out of the meeting.

Thanks! Marcella

Marcella David
Professor of Law & International Studies
Special Assistant to the President for Equal Opportunity & Diversity and
Associate Provost for Diversity

University of Iowa
202 Jessup Hall
Iowa City, IA 52242
319-335-0705 (voice)
319-353-2088 (fax)
marcella-david@uiowa.edu

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Gazette public records request

Jennifer Hemmingsen

Jennifer Hemmingsen

Public safety reporter

The Gazette

201 S. Clinton St., suite 200

Iowa City, IA 52240

319-339-3157 (tel)

Cc: Marc Mills

Brian Morelli

University Reporter

Iowa City Press-Citizen

(319) 337-3181 x. 632

(319) 339-7360 (night)

bmorelli@press-citizen.com

Thank you for your assistance.

Sincerely,

Brian Morelli
Iowa City Press-Citizen
1725 N. Dodge St.
Iowa City, IA 52245

(319) 339-7360

Another Witosky request

If there are any copying charges to be levied, please let me know if the cost would exceed \$50 prior to complying with this request.

If you have any questions, you can contact me at 515-284-8522 or by e-mail at twitosky@dmreg.com.

Thank you for your attention.

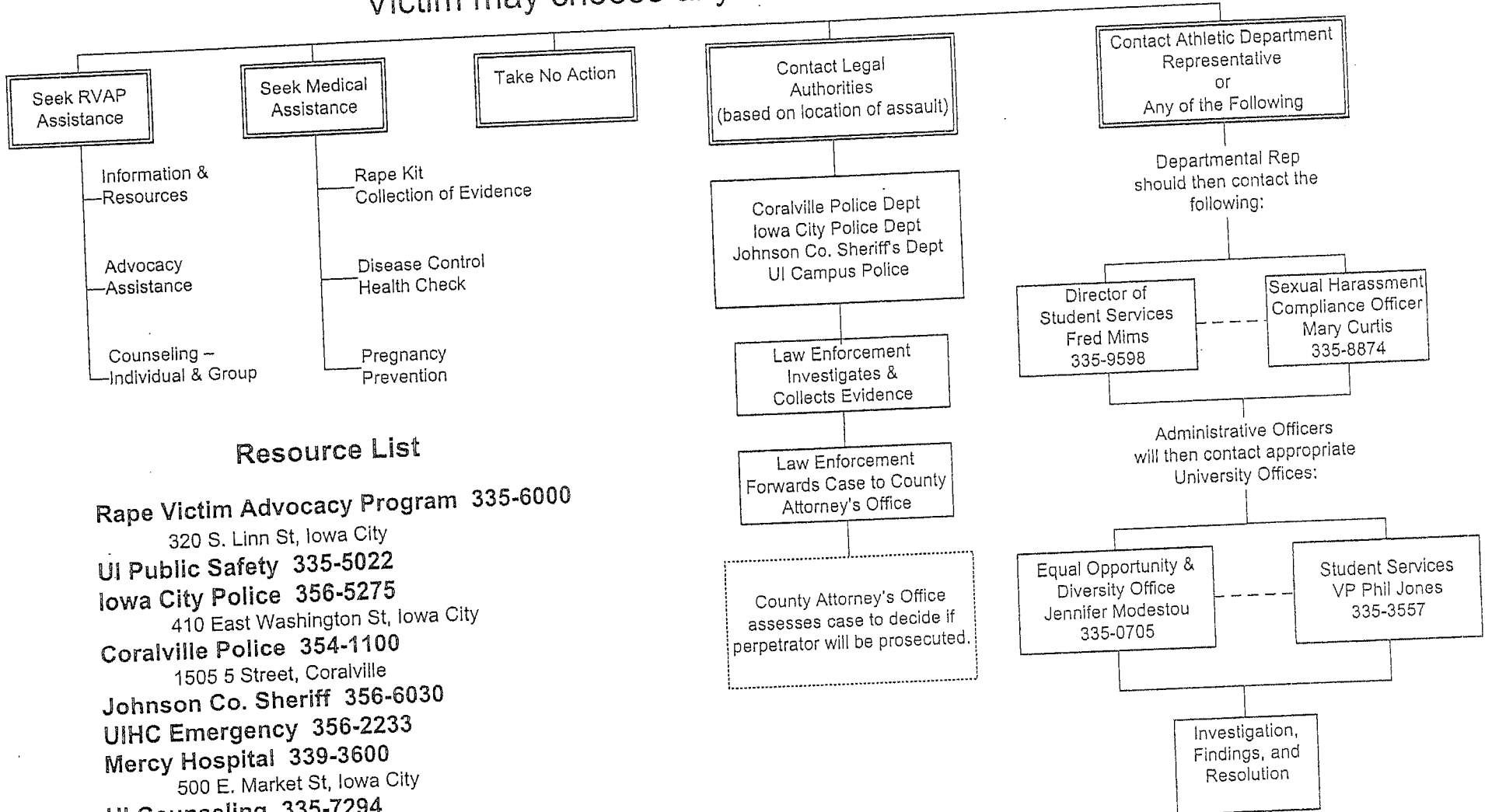
Sincerely,

Tom Witosky
Staff Writer
Des Moines Register

Resource and Referral Options For Victims of Sexual Assault

UI Department of Athletics

Victim may choose any or all of the following:



Resource List

Rape Victim Advocacy Program 335-6000

320 S. Linn St, Iowa City

UI Public Safety 335-5022

Iowa City Police 356-5275

410 East Washington St, Iowa City

Coralville Police 354-1100

1505 5 Street, Coralville

Johnson Co. Sheriff 356-6030

UIHC Emergency 356-2233

Mercy Hospital 339-3600

500 E. Market St, Iowa City

UI Counseling 335-7294

3223 Westlawn, University of Iowa

(See Page 2 for details on each option.)

Information on Sexual Assault Resources

Seek RVAP Assistance

Rape Victim
Advocacy Program

24 Hour Crisis Line -
335-6000 - crisis intervention,
counseling, support, infor-
mation, and referrals.

Advocacy

Victim/survivors have a legal
right to have a sexual
assault advocate present at
all legal and medical
procedures. RVAP also
provides advocacy within the
University System.

Counseling

Counseling is available
through RVAP and/or
University Counseling. Many
survivors find it helpful to
work with a counselor to
help them deal with the
impact of the assault and the
recovery process.

Seek Medical Assistance

A Sexual Assault Exam is
available at UIHC or
Mercy Hospital at no cost
to the victim. The victim
should try to do this within
the first 72 hours.

The exam includes
preventative medication
for sexually transmitted
infections, pregnancy,
and evidence collection.
The exam is done by a
Sexual Assault Nurse
Examiner (SANE) who is
an R.N. with advanced
training and certification
in conducting sexual
assault exams.

Go directly to the hospital
or contact RVAP at
335-6000 to make
arrangements to go to the
hospital.

Law Enforcement

Law Enforcement

In Johnson County, the
victim can tell a police
officer about what
happened without
making an immediate
decision about whether
the victim wants criminal
charges filed.

Contact law enforcement
directly or call RVAP at
335-6000 to make
arrangements to go to
the police station.

Court Situations

The Johnson County Attorney
prosecutes the case on behalf
of the State. The victim is a
witness and does not usually
need to obtain legal counsel
in a criminal case. Civil
cases do require that a victim
retain an attorney.

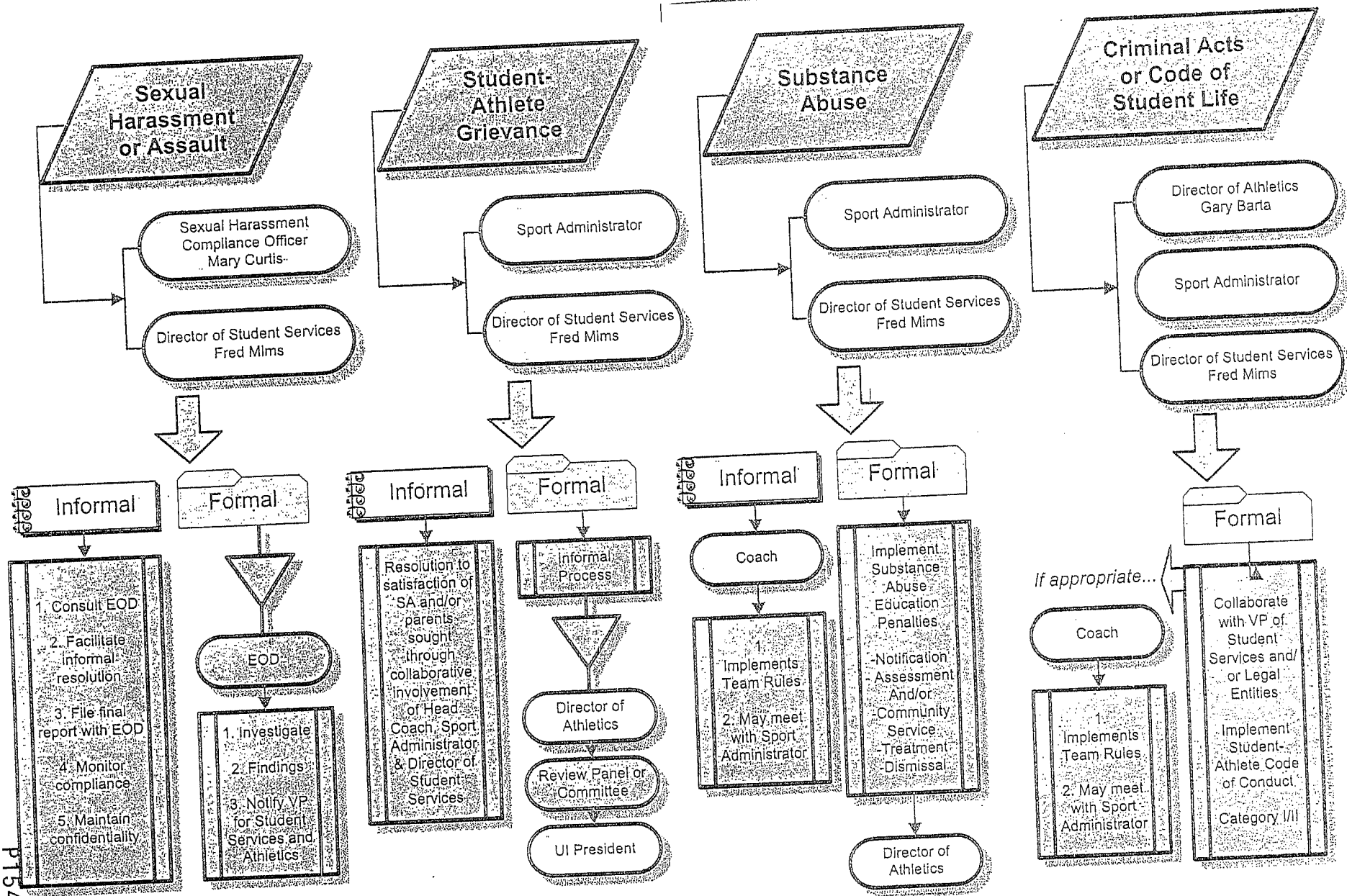
Departmental Notification

If an incident is reported to
someone in Athletics, that
departmental staff person
has an obligation to notify
the departmental Sexual
Harassment Officer (staff
and student-athlete incidents)
and/or the Director of Student
Services (student-athlete
incidents).

The only time this does
not occur is when the
individual opts to speak
with a Confidential Resource
(Ombudsperson, Faculty and
Staff Services, UI Counseling,
WRAC, or a certified sexual
assault RVAP counselor)
instead of a departmental
employee.

Senior Administrators will
implement the appropriate
protocol and notify the
appropriate University
offices – EOD and/or UI
Student Services.

Initial Notification Procedures Student-Athlete Incidents UI Department of Athletics



Sexual Harassment or Assault Action Steps

UI Department of Athletics

1. If an individual brings an issue of sexual assault or harassment to your attention, inform them of your role and that you have a responsibility to report such matters within the University.
 - a. If the person wishes to maintain confidentiality at this point, refer him or her to one of the confidential resources:
 - the Office of the Ombudsperson (for faculty, staff, or students);
 - Faculty and Staff Services (for faculty or staff);
 - University Counseling Service (for students);
 - Women's Resource and Action Center (for faculty, staff, or students);
 - Rape Victim Advocacy Program (for faculty, staff, or students).
 - b. If the person wishes to proceed with a complaint, informal or formal, proceed with action steps.
 - c. Use the Athletics' **Sexual Harassment or Abuse Interaction Guide** and **Resource and Referral Options** during counseling.
2. Inform the complainant of complaint options under University Policy.
 - Confronting the harasser verbally or in writing, or
 - Bringing an informal complaint, or
 - Bringing a formal complaint to the Office of Equal Opportunity and Diversity. A formal complaint consists of a formal investigation and a written finding.
3. Ask the complainant the following questions, listen attentively, and document the complainant's responses. If the complainant is a third party complainant, the following questions are to be asked relative to the complainant's perception of the victim's experience.
 - What happened?
 - Did it affect your work, education, on-campus living environment, or participation in a University activity?
 - What were your feelings about it?
 - Did you respond in any way?
 - What is the background of the incident?
 - Do you have documentation?
 - Were there witnesses to the incident?
 - Did you discuss the incident with anyone else?
 - Do you know if the person has harassed anyone else? If so, who?
 - Do you know what your options are?
 - Review the options listed in Step 2.
 - Review with the individual his/her referral options.
 - From your perspective, how could this situation best be resolved?

4. Report the situation to the Department of Athletics Sexual Harassment Compliance Officer, Mary Curtis. The Department will then consult the Office of Equal Opportunity and Diversity. If a student-athlete is involved, the Director of Student Services will also be notified.
5. **Informal Complaint.** After consulting with the Office of Equal Opportunity and Diversity, if the complainant/victim wishes to resolve the matter **informally**, departmental personnel will respond to the complaint as warranted, with appropriate investigation. The goal of the informal process is to resolve the situation and stop any inappropriate behavior that is occurring. Normally, disciplinary action cannot be taken as a result of an informal complaint unless the person charged in the complaint has been informed of the existence of the complaint and has been given an opportunity to respond to the allegations.

Important points to understand include:

- a. Document all discussions and decisions.
- b. Both the investigation and resolution are to be handled confidentially.
- c. An informal complaint may be handled without releasing the victim or complainant's name if that person so desires, unless circumstances require releasing the name. The Office of Equal Opportunity and Diversity can assist in determining whether the name may remain undisclosed.
- d. The person accused must be informed that any retaliation against the complainant or witnesses is prohibited by the Policy on Sexual Harassment and the Anti-Retaliation Policy (see II-11 University Operations Manual), and will result in disciplinary action.
- e. The Office of Equal Opportunity and Diversity will give assistance in evaluating the incident or deciding on an appropriate resolution, disciplinary action, or problem-solving action.
- f. The complaint should be resolved as soon as reasonably possible. If it cannot be resolved within 30 days, then the complainant will be informed of the delay and reasons therefore. Both parties are to be kept informed throughout the investigation.

Formal Complaint. After consulting with the Office of Equal Opportunity and Diversity, if the complainant/victim wishes to resolve the matter **formally**, EOD will conduct the investigation. The Department will assist as requested. A written finding will be issued after the investigation is completed, and will state whether or not the evidence provides reasonable grounds to believe that the University's Policy on Sexual Harassment has been violated.

Operations Manual



THE UNIVERSITY
OF THE SOUTH ALABAMA

CONTENTS INDEX SEARCH

PART II. COMMUNITY POLICIES DIVISION I HUMAN RIGHTS, AFFIRMATIVE ACTION, AND EQUAL EMPLOYMENT OPPORTUNITY

(Written to conform to *Regents Procedural Guide* 3/74; amended 9/93; 10/95; 9/97)

CHAPTER 4: SEXUAL HARASSMENT

(President 7/28/86; 12/91; 7/1/02; 3/21/05; 12/05)

4.1 Policy

4.2 Procedures

4.3 Educational Programs

4.1 POLICY.

a. Rationale.

(1) Sexual harassment is reprehensible and will not be tolerated by the University. It subverts the mission of the University, and threatens the careers, educational experience, and well-being of students, faculty, and staff. In both obvious and subtle ways, sexual harassment is destructive to individual students, faculty, staff, and the academic community as a whole. When, through fear of reprisal, a student, staff member, or faculty member submits, or is pressured to submit, to unwanted sexual attention, the University's ability to carry out its mission is undermined.

(2) Sexual harassment is especially serious when it threatens relationships between teacher and student or supervisor and subordinate. In such situations, sexual harassment unfairly exploits the power inherent in a faculty member's or supervisor's position. A supervisor's or instructor's control of grades, compensation, recommendations, promotions, and the like can have a decisive influence on a student's, staff member's, or faculty member's career at the University and beyond.

(3) Although sexual harassment most often takes place in situations where a power differential exists between the persons involved, the University also recognizes that sexual harassment may occur between persons of the same University status, or when the power relationship is reversed from the usual case. Sexual harassment may occur between individuals of opposite sex or between individuals of the same sex.

(4) The University will not tolerate behavior of a sexual nature by members of the University community that creates an intimidating or hostile environment for employment, education, on-campus living, or participation in a University activity. Furthermore, all members of the

University community are expected to take appropriate steps to support this policy and to address incidents of sexual harassment that occur within their areas.

b. Prohibited conduct -- policy statement. The University of Iowa forbids sexual harassment by any member of the University community.

(1) Definition of sexual harassment. For purposes of this policy, "sexual harassment" means persistent, repetitive, or egregious conduct directed at a specific individual or group of individuals that a reasonable person would interpret, in the full context in which the conduct occurs, as harassment of a sexual nature, when:

(a) Submission to such conduct is made or threatened to be made explicitly or implicitly a term or condition of employment, education, on-campus living environment, or participation in a University activity;

(b) Submission to or rejection of such conduct is used or threatened to be used as a basis for a decision affecting employment, education, on-campus living environment, or participation in a University activity; or,

(c) Such conduct has the purpose or effect of unreasonably interfering with work or educational performance, or of creating an intimidating or hostile environment for employment, education, on-campus living, or participation in a University activity.

(2) Evidence of sexual harassment. Behavior that may be considered evidence of prohibited sexual harassment includes, but is not limited to, the following:

(a) Physical assault;

(b) Direct or implied threats that submission to sexual advances will be a condition of, or that failure to submit to such advances will adversely affect, employment, work status, promotion, grades, letters of recommendation, or participation in a University activity;

(c) Direct propositions of a sexual nature;

(d) Subtle pressure for sexual activity, an element of which may be repeated staring;

(e) A pattern of sexually explicit statements, questions, jokes, or anecdotes, whether made orally, in writing, or through electronic media (see also II-19 Acceptable Use of Information Technology Resources);

(f) A pattern of conduct involving:

(i) Unnecessary touching;

(ii) Remarks of a sexual nature about a person's clothing or body; or,

(iii) Remarks relating to sexual activity or speculations concerning previous sexual experience;

- (g) A display of graphic sexual material (not legitimately related to the subject matter of a course, if one is involved, or to job requirements) in a context where others are not free to avoid the display because of an employment or educational requirement or without surrendering a privilege or opportunity that others may reasonably expect to enjoy in that location.

In determining whether alleged conduct constitutes sexual harassment, the investigator will consider all available evidence and the totality of the circumstances, including the context in which the alleged incident(s) occurred. Although repeated incidents generally create a stronger claim of sexual harassment, a single serious incident can be sufficient. Determinations will be made on a case-by-case basis. Conduct which constitutes a protected exercise of an individual's rights under the First Amendment to the United States Constitution shall not be deemed a violation of this policy.

(3) Definitions of other terms used in this policy:

- (a) "Academic or administrative officer" includes the following:

- (i) Collegiate deans (including associate deans and assistant deans),

- (ii) Faculty members with administrative responsibilities at the level of departmental executive officer (DEO) or above,

- (iii) Any staff member whose primary job responsibility is to provide advice regarding a student's academic pursuits,

- (iv) A faculty member serving as departmental (or collegiate) Director of Undergraduate or Graduate Studies,

- (v) The President, Director of Equal Opportunity and Diversity, vice presidents (including assistant and associate vice presidents), and Provost (including assistant and associate provosts), and those persons' designees,

- (vi) Directors and supervisors in an employment context, other than Department of Public Safety personnel when receiving criminal complaints or reports, and

- (vii) Human resource representatives.

- (b) "Alleged victim": a person who allegedly has been harassed in violation of this policy.

- (c) "Complainant": the person who brings a complaint of violation of this policy, who could be an alleged victim, a third party, or an academic or administrative officer of the University.

- (d) "Graduate assistant": a graduate student employed by the University as a research assistant or teaching assistant.

- (e) "Human resources representative": an individual designated as a unit's authority on human resource policies and procedures, and all central Human Resources staff.

- (f) "Member of the University community": any University student, or faculty or staff member.
- (g) "Protected interests": University employment, education, on-campus living, or participation in a University activity.
- (h) "Respondent": a person who has been accused of harassment in a formal complaint.
- (i) "Specific and credible allegations": allegations that provide factual details such as, but not limited to, time, place, actions, participants, and witnesses. Allegations do not have to be based on first-hand observation of events to be "specific and credible," but direct observation normally results in greater specificity and credibility than indirect knowledge.
- (j) "Supervisor": a person who has authority either: 1) to undertake or recommend tangible employment decisions (those that significantly change an employee's employment status, such as, but not limited to, hiring, firing, promoting, demoting, reassigning, and compensation decisions) affecting an employee, or 2) to direct the employee's daily work activities.
- (k) "Third-party complainant": a person who brings a complaint alleging that someone else has been harassed in violation of this policy.

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4.2 PROCEDURES.

a. Bringing a complaint.

- (1) A complaint that this policy has been violated may be brought through informal or formal channels by any member of the University community, including a third party, or by the University itself. A complaint must state specific and credible allegations to warrant an investigation. There is no time limit for bringing a complaint; however, it may be difficult to substantiate the allegations made in a complaint brought after significant time has passed. Therefore, prompt reporting of complaints is strongly encouraged.
- (2) Substantial weight will be given to the wishes of the alleged victim when determining whether to investigate a complaint, but the University may investigate a complaint even without the alleged victim's consent if circumstances warrant (such as when there are multiple complaints against the same person or allegations are particularly egregious).
- (3) Anyone (victims or others) who wishes to consult with someone about a specific situation on a confidential basis or learn more about enforcement of the Policy on Sexual Harassment may contact any of the following offices or organizations:
 - (a) Office of the Ombudsperson (for faculty, staff, or students)
 - (b) Faculty and Staff Services (for faculty or staff)
 - (c) University Counseling Service (for students)
 - (d) Women's Resource and Action Center (for faculty, staff, or students)
 - (e) Rape Victim Advocacy Program (for faculty, staff, or students)

Representatives of these offices or other support persons may accompany an alleged victim

during the investigation process if the alleged victim so desires.

These offices are exempt from the reporting requirements set forth in II-4.2b(4) of this policy. Other offices may be required to report allegations as described in II-4.2b(4).

b. Informal resolution of complaints.

(1) A complaint may be brought informally to any academic or administrative officer of the University.

(2) The academic or administrative officer will counsel the complainant as to the options available under this policy and the resources available from the Rape Victim Advocacy Program and, at the complainant's request, will

(a) help the complainant resolve the complaint informally, and/or

(b) refer the complainant to the Office of Equal Opportunity and Diversity so that the complainant may choose either to pursue informal resolution through that office or to bring a formal complaint.

The Office of Equal Opportunity and Diversity is available to assist persons to whom complaints are brought in determining whether there is a potential policy violation and whether reporting pursuant to II-4.2b(4) below is required.

(3) When a complaint is brought informally, the person(s) charged in the complaint will not ordinarily be informed of the complaint without the consent of the alleged victim unless circumstances require (such as when there are multiple complaints against the same person or allegations are particularly egregious). No disciplinary action can be taken against a person charged in an informal complaint, and there will be no record of the complaint in the person's employment or student disciplinary file, unless the person is notified of the charges and given an opportunity to respond.

(4) Any academic or administrative officer of the University who becomes aware of specific and credible allegations of sexual harassment, whether through the report of a complainant (including a third party) or otherwise, shall report the allegations promptly to the Office of Equal Opportunity and Diversity (except for allegations against a student regarding conduct occurring in the residence halls, which shall be reported to the Office of the Vice President for Student Services) for assistance in evaluating the situation and determining an appropriate course of action, even if the alleged victim has requested that no action be taken.

If there is a supervisory relationship between the complainant and/or victim and the respondent, the appropriate course of action will include development of a plan to avoid any perceived or actual conflict of interest until the complaint is resolved.

The initial report should be made by telephone, but a written report also must be made after the complaint is resolved using the Office of Equal Opportunity and Diversity Report of Informal Sexual Harassment Complaint form, which requires disclosure of the employment or student status of the alleged victim(s), the complainant(s) (if other than the alleged victim), and the person(s) charged; the unit(s) with which those persons are affiliated; a summary of the allegations; and a description of the steps taken to resolve the complaint.

THE UNIVERSITY OF IOWA STUDENT-ATHLETE CODE OF CONDUCT

I. Introduction

This Student-Athlete Code of Conduct is designed to alert you, the student-athlete, to the behavior expected of you, and to the potential consequences that your behavior may have on your status as a student-athlete.

All student-athletes are members of The University of Iowa's student body. You are a student first, and your participation in intercollegiate athletics derives from your status as a student. Accordingly, all University policies governing student conduct apply to you.

In addition, your participation in the University's intercollegiate athletics program is governed by policies and procedures put into effect by the National Collegiate Athletic Association (NCAA); the Big Ten Conference (Big Ten), and the Board of Regents, State of Iowa. Your participation in the University's intercollegiate athletics program is also governed by all University of Iowa's Department of Athletics' rules and procedures as set forth in the Student-Athlete Handbook, including the Department of Athletics' Substance Abuse Policies, and Recruiting and Student-Host Guidelines.

The Department of Athletics may take action under this Code of Conduct regarding your participation in the University's intercollegiate athletics program, and also regarding the awarding, renewal, and modification of a scholarship that you may now have. This Code of Conduct is intended to complement, not replace, conduct rules that your sport team has adopted, including consequences for violating those sport team rules.

II. Policies on Misconduct for University of Iowa Student-Athletes

There are two types of misconduct that may affect your ability to fully participate in the University's intercollegiate athletic program: "Category I Misconduct" and "Category II Misconduct."

A. Category I Misconduct

Any of the following acts by a student-athlete is Category I misconduct:

- Violation of a criminal law that is classified as a felony by the State of Iowa;
- Violation of a term of probation or other condition imposed by a court in a criminal proceeding; or
- Serious violation of a term of probation or other condition imposed by a University official or the Department of Athletics Administrator.

A student-athlete is determined to have committed Category I misconduct when:

- The student-athlete is convicted of, does not contest (e.g., a guilty or *nolo contendere* plea), or receives a deferred judgment for a crime that is classified as a felony by the State of Iowa; or
- The student-athlete is found by a court to have violated a court-imposed term of probation or other condition; or
- The student-athlete is found by the Director of Athletics, in consultation with the Faculty Athletics Representative (FAR), to have violated a term of probation or other condition imposed by the Department of Athletics or a University official, and the conduct underlying the violation of probation or condition represents a substantial lack of compliance with the Student-Athlete Code of Conduct.

1. **Preliminary Action:** The Director of Athletics, at his or her discretion, may take preliminary action to temporarily suspend a student-athlete from participation in practice or competition and/or access to athletic department services when the Director of Athletics has verified that felony criminal charges have been filed against a student-athlete or when there is specific and credible information (e.g., arrest records, statements of law enforcement officers, University records, third-party or witness statements, or acknowledgement by the student-athlete) for reasonably believing that a student-athlete may have committed Category I misconduct.
2. **Sanctions for Category I Misconduct:** The Director of Athletics, in consultation with the FAR and appropriate University officials, will determine from specific and credible information whether there is a reasonable basis for concluding that the student-athlete has committed Category I misconduct. Thereafter, the Director of Athletics shall suspend the student-athlete from participation in practice, competition, and/or from receiving services provided by the Department of Athletics.
3. **Termination of scholarship benefits:** The Director of Athletics may pursue revocation or modification of athletically-related financial aid, such as a scholarship, as a consequence of any and all Category I misconduct. Any action to revoke or modify athletically-related financial aid will be in accordance with NCAA procedures and University procedures as outlined in the Student-Athlete Handbook.

B. Category II Misconduct

Any of the following acts by a student-athlete is Category II misconduct:

- Violation of a criminal law that is not classified as a felony by the State of Iowa, including laws pertaining to alcohol (e.g., Operating While Intoxicated –OWI; Possessing Alcohol Under the Legal Age - PAULA);
- Violation of a term of probation imposed by a University official or Department of Athletics Administrator that does not constitute Category I misconduct;
- Violation of a Department of Athletics policy; or
- Violation of University policies, rules, and/or regulations, including:
 - The University of Iowa's Code of Student Life;
 - Academic dishonesty in violation of University, college, school, or department standards;
 - Violation of any University student conduct regulation; or
 - Willfully giving false and malicious information to a University official.

A student-athlete is determined to have committed Category II misconduct when:

- The student-athlete is convicted of, does not contest (e.g., a guilty or *nolo contendere* plea) or receives deferred judgment for a crime that is not a felony;
- The student-athlete is found by a court to have violated a term of court-imposed probation or other condition, and the conduct underlying the violation of probation or other condition does not constitute Category I misconduct;
- The student-athlete is determined by the Director of Athletics to have violated a term of probation or other condition imposed by the Department of Athletics and the conduct underlying the violation of probation or other condition does not constitute Category I misconduct; or
- A University official or hearing body has determined, in accordance with its official procedures, that the student-athlete has violated a University or college policy, rule, and/ or regulation.

1. Sanctions for Category II Misconduct: The Director of Athletics will determine from specific and credible information that there is a reasonable basis for concluding that the student-athlete has committed Category II misconduct. The Director of Athletics shall determine the appropriate sanction after consulting with the student-athlete's Head Coach and assigned Sport Administrator. The Director of Athletics may also consult with the FAR and appropriate University officials for recommendations regarding the appropriate sanction(s).

Sanctions for Category II misconduct may include, but are not limited to: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation (e.g., counseling and community service), conditions related to satisfactory academic performance, suspension from practice, suspension from

competition, and/or suspension from access to athletic departmental services.

III. Notice

If the University has a reasonable belief that a student-athlete committed misconduct (Category I or Category II) that is sufficiently serious to warrant a suspension of 10 days or more, the Director of Athletics shall take the following action before making a determination that the student-athlete indeed has committed the misconduct in question: (i) notify the student-athlete and University officials of the specific charge(s) of misconduct and substantiation concerning the charges; and (ii) provide an opportunity for a meeting at which the student-athlete may explain the circumstances, orally or by submission of a written statement.

The Director of Athletics shall notify the student-athlete and appropriate University officials, in writing, of any decision to impose sanctions based on misconduct under this Code of Conduct. If a sanction is imposed, the written notice shall include a complete description of the appeal procedures available to the affected student-athlete.

IV. Appeal

A student-athlete may appeal any sanction that suspends participation in practice, competition, and/or services provided by the Department of Athletics pursuant to grievance procedures provided in the Student-Athlete Handbook. A student-athlete may also appeal a revocation or modification of athletically-related financial aid in accordance with NCAA procedures and University procedures as outlined in the Student-Athlete Handbook. In addition, other appeal processes may be used by a student-athlete in accordance with applicable University policies.

As set forth by the Student-Athlete Handbook, a student-athlete may not contest on appeal:

- Any underlying determination of responsibility rendered by a court or other civil authority; or
- Any underlying determination of responsibility rendered by a University official or hearing body in accordance with official procedures.

If there is a substantial change in circumstances affecting a student-athlete who has been suspended from participation in practice, competition, and/or services provided by the Department of Athletics, the student-athlete may petition the Director of Athletics to review the changed circumstances. The student-athlete may submit a written statement in support of the request. Thereafter, the Director of Athletics shall consult with the FAR and other appropriate University officials on whether the suspension should be modified. If circumstances warrant a change in a suspension, a student-athlete may be reinstated by the Director of Athletics to resume participation in practice, competition, and/or services provided by the Department of Athletics.

Dismissal or reduction of a criminal charge is a change of circumstance that may or may not justify revision of a suspension from participation in practice, competition, and/or services provided by the Department of Athletics.

V. Dismissal

The student-athlete may be dismissed from all elements of participation in intercollegiate athletics when the Director of Athletics, in consultation with the coach, the FAR, the Chair of the Presidential Committee on Athletics, and other appropriate University officials, determines that either the severity or the frequency of the misconduct necessitates the dismissal. A student-athlete who has been dismissed from participation in practice, competition, and/or services provided by the Department of Athletics shall be provided the opportunity to appeal the decision consistent with grievance procedures explained in the Student-Athlete Handbook.

VI. Records and Privacy

Records of misconduct and actions taken will be maintained in your education record within the Office of the Associate Athletics Director for Student Services and Compliance. These records are subject to state and federal privacy protection, as well as University policies regarding confidentiality.

Notification to the public regarding your eligibility for intercollegiate competition shall be limited to your name and eligibility status, public information, and information that is not part of your education record subject to the privacy protections noted above.

VII. Review of Policy

This Code of Conduct will be reviewed within three years after the latest revisions are implemented and revised as appropriate. This policy is subject to review at any other time deemed necessary by the President, the Presidential Committee on Athletics, the Director of Athletics, or the General Counsel.

THE UNIVERSITY OF IOWA STUDENT-ATHLETE CODE OF CONDUCT

I. Introduction

This Student-Athlete Code of Conduct is designed to alert you, the student-athlete, to the behavior expected of you, and to the potential consequences that your behavior may have on your status as a student-athlete.

All student-athletes are members of The University of Iowa's student body. You are a student first, and your participation in intercollegiate athletics derives from your status as a student. Accordingly, all University policies governing student conduct apply to you.

In addition, your participation in the University's intercollegiate athletics program is governed by policies and procedures put into effect by the National Collegiate Athletic Association (NCAA); the Big Ten Conference (Big Ten), and the Board of Regents, State of Iowa. Your participation in the University's intercollegiate athletics program is also governed by all University of Iowa's Department of Athletics' rules and procedures as set forth in the Student-Athlete Handbook, including the Department of Athletics' Substance Abuse Policies, and Recruiting and Student-Host Guidelines.

The Department of Athletics may take action under this Code of Conduct regarding your participation in the University's intercollegiate athletics program, and also regarding the awarding, renewal, and modification of a scholarship that you may now have. This Code of Conduct is intended to complement, not replace, conduct rules that your sport team has adopted, including consequences for violating those sport team rules.

II. Policies on Misconduct for University of Iowa Student-Athletes

There are two types of misconduct that may affect your ability to fully participate in the University's intercollegiate athletic program: "Category I Misconduct" and "Category II Misconduct."

A. Category I Misconduct

Any of the following acts by a student-athlete is Category I misconduct:

- Violation of a criminal law that is classified as a felony by the State of Iowa;
- Violation of a term of probation or other condition imposed by a court in a criminal proceeding; or
- Serious violation of a term of probation or other condition imposed by a University official or the Department of Athletics Administrator.

A student-athlete is determined to have committed Category I misconduct when:

- The student-athlete is convicted of, does not contest (e.g., a guilty or *nolo contendere* plea), or receives a deferred judgment for a crime that is classified as a felony by the State of Iowa; or
- The student-athlete is found by a court to have violated a court-imposed term of probation or other condition; or
- The student-athlete is found by the Director of Athletics, in consultation with the Faculty Athletics Representative (FAR), to have violated a term of probation or other condition imposed by the Department of Athletics or a University official, and the conduct underlying the violation of probation or condition represents a substantial lack of compliance with the Student-Athlete Code of Conduct.

1. **Preliminary Action:** The Director of Athletics, at his or her discretion, may take preliminary action to temporarily suspend a student-athlete from participation in practice or competition and/or access to athletic department services when the Director of Athletics has verified that felony criminal charges have been filed against a student-athlete or when there is specific and credible information (e.g., arrest records, statements of law enforcement officers, University records, third-party or witness statements, or acknowledgement by the student-athlete) for reasonably believing that a student-athlete may have committed Category I misconduct.
2. **Sanctions for Category I Misconduct:** The Director of Athletics, in consultation with the FAR and appropriate University officials, will determine from specific and credible information whether there is a reasonable basis for concluding that the student-athlete has committed Category I misconduct. Thereafter, the Director of Athletics shall suspend the student-athlete from participation in practice, competition, and/or from receiving services provided by the Department of Athletics.
3. **Termination of scholarship benefits:** The Director of Athletics may pursue revocation or modification of athletically-related financial aid, such as a scholarship, as a consequence of any and all Category I misconduct. Any action to revoke or modify athletically-related financial aid will be in accordance with NCAA procedures and University procedures as outlined in the Student-Athlete Handbook.

B. Category II Misconduct

Any of the following acts by a student-athlete is Category II misconduct:

- Violation of a criminal law that is not classified as a felony by the State of Iowa, including laws pertaining to alcohol (e.g., Operating While Intoxicated –OWI; Possessing Alcohol Under the Legal Age - PAULA);
- Violation of a term of probation imposed by a University official or Department of Athletics Administrator that does not constitute Category I misconduct;
- Violation of a Department of Athletics policy; or
- Violation of University policies, rules, and/or regulations, including:
 - The University of Iowa's Code of Student Life;
 - Academic dishonesty in violation of University, college, school, or department standards;
 - Violation of any University student conduct regulation; or
 - Willfully giving false and malicious information to a University official.

A student-athlete is determined to have committed Category II misconduct when:

- The student-athlete is convicted of, does not contest (e.g., a guilty or *nolo contendere* plea) or receives deferred judgment for a crime that is not a felony;
- The student-athlete is found by a court to have violated a term of court-imposed probation or other condition, and the conduct underlying the violation of probation or other condition does not constitute Category I misconduct;
- The student-athlete is determined by the Director of Athletics to have violated a term of probation or other condition imposed by the Department of Athletics and the conduct underlying the violation of probation or other condition does not constitute Category I misconduct; or
- A University official or hearing body has determined, in accordance with its official procedures, that the student-athlete has violated a University or college policy, rule, and/ or regulation.

1. **Sanctions for Category II Misconduct:** The Director of Athletics will determine from specific and credible information that there is a reasonable basis for concluding that the student-athlete has committed Category II misconduct. The Director of Athletics shall determine the appropriate sanction after consulting with the student-athlete's Head Coach and assigned Sport Administrator. The Director of Athletics may also consult with the FAR and appropriate University officials for recommendations regarding the appropriate sanction(s).

Sanctions for Category II misconduct may include, but are not limited to: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation (e.g., counseling and community service), conditions related to satisfactory academic performance, suspension from practice, suspension from

competition, and/or suspension from access to athletic departmental services.

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with soul force. The marvelous new militancy which has engulfed the Negro community must not lead us to a distrust of all white people, for many of our white brothers, as evidenced by their presence here today, have come to realize that their destiny is tied up with our destiny. And they have come to realize that their freedom is inextricably bound to our freedom. We cannot walk alone.

And as we walk, we must make the pledge that we shall always march ahead. We cannot turn back. There are those who are asking the devotees of civil rights, "When will you be satisfied?" We can never be satisfied as long as the Negro is the victim of the unspeakable horrors of police brutality. We can never be satisfied as long as our bodies, heavy with the fatigue of travel, cannot gain lodging in the motels of the highways and the hotels of the cities. We cannot be satisfied as long as the Negro's basic mobility is from a smaller ghetto to a larger one. We can never be satisfied as long as our children are stripped of their selfhood and robbed of their dignity by signs stating "for whites only." We cannot be satisfied as long as a Negro in Mississippi cannot vote and a Negro in New York believes he has nothing for which to vote. No, no we are not satisfied and we will not be satisfied until justice rolls down like waters and righteousness like a mighty stream.

I am not unmindful that some of you have come here out of great trials and tribulations. Some of you have come fresh from narrow jail cells. Some of you have come from areas where your quest for freedom left you battered by storms of persecution and staggered by the winds of police brutality. You have been the veterans of creative suffering. Continue to work with the faith that unearned suffering is redemptive.

Go back to Mississippi, go back to Alabama, go back to South Carolina, go back to Georgia, go back to Louisiana, go back to the slums and ghettos of our northern cities, knowing that somehow this situation can and will be changed.

Let us not wallow in the valley of despair. I say to you today my friends - so even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream.

I have a dream that one day this nation will rise up and live out the true meaning of its creed: "We hold these truths to be self-evident, that all men are created equal."

I have a dream that one day on the red hills of Georgia the sons of former slaves and the sons of former slave owners will be able to sit down together at the table of brotherhood.

I have a dream that one day even the state of Mississippi, a state sweltering with the heat of injustice, sweltering with the heat of oppression, will be transformed into an oasis of freedom and justice.

I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.

I have a dream today.

I have a dream that one day down in Alabama, with its vicious racists, with its governor having his lips dripping with the words of interposition and nullification - one day right there in Alabama little black boys and black girls will be able to join hands with little white

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I HAVE A DREAM

I am happy to join with you today in what will go down in history as the greatest demonstration for freedom in the history of our nation.

Five score years ago, a great American, in whose symbolic shadow we stand today, signed the Emancipation Proclamation. This momentous decree came as a great beacon light of hope to millions of Negro slaves who had been seared in the flames of withering injustice. It came as a joyous daybreak to end the long night of their captivity.

But 100 years later, the Negro still is not free. One hundred years later, the life of the Negro is still sadly crippled by the manacles of segregation and the chains of discrimination. One hundred years later, the Negro lives on a lonely island of poverty in the midst of a vast ocean of material prosperity. One hundred years later, the Negro is still languished in the corners of American society and finds himself an exile in his own land. And so we've come here today to dramatize a shameful condition.

In a sense we've come to our nation's capital to cash a check. When the architects of our republic wrote the magnificent words of the Constitution and the Declaration of Independence, they were signing a promissory note to which every American was to fall heir. This note was a promise that all men - yes, black men as well as white men - would be guaranteed the unalienable rights of life, liberty, and the pursuit of happiness.

It is obvious today that America has defaulted on this promissory note insofar as her citizens of color are concerned. Instead of honoring this sacred obligation, America has given the Negro people a bad check, a check that has come back marked "insufficient funds."

But we refuse to believe that the bank of justice is bankrupt. We refuse to believe that there are insufficient funds in the great vaults of opportunity of this nation. And so we've come to cash this check, a check that will give us upon demand the riches of freedom and security of justice. We have also come to this hallowed spot to remind America of the fierce urgency of now. This is no time to engage in the luxury of cooling off or to take the tranquilizing drug of gradualism. Now is the time to make real the promises of democracy. Now is the time to rise from the dark and desolate valley of segregation to the sunlit path of racial justice. Now is the time to lift our nation from the quicksands of racial injustice to the solid rock of brotherhood. Now is the time to make justice a reality for all of God's children.

It would be fatal for the nation to overlook the urgency of the moment. This sweltering summer of the Negro's legitimate discontent will not pass until there is an invigorating autumn of freedom and equality. Nineteen sixty-three is not an end but a beginning. Those who hoped that the Negro needed to blow off steam and will now be content will have a rude awakening if the nation returns to business as usual. There will be neither rest nor tranquility in America until the Negro is granted his citizenship rights. The whirlwinds of revolt will continue to shake the foundations of our nation until the bright day of justice emerges.

But there is something that I must say to my people who stand on the warm threshold which leads into the palace of justice. In the process of gaining our rightful place we must not be guilty of wrongful deeds. Let us not seek to satisfy our thirst for freedom by drinking from the cup of bitterness and hatred. We must forever conduct our struggle on the high plane of dignity and discipline. We must not allow our creative protest to degenerate into physical violence. Again and again we must rise to the majestic heights of meeting physical force

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN RE:

INVESTIGATIVE MATTER.

CASE NO: _____

ORDER

NOW on this ____ day of July, 2008, the University of Iowa's Application To Allow Disclosure of Information to the Board of Regents and Board Counsel came before the Court. The Court, having reviewed the University of Iowa's Application, finds that the Application should be granted.

IT IS HEREBY ORDERED that nothing in the Order of November 14, 2007 shall prohibit the Office of Equal Opportunity and Diversity or any other Department, agent, or employee of the University of Iowa from releasing any information subject to the Court order to the Board of Regents and Board counsel or from discussing the information with the Board of Regents and Board counsel.

DLS. Russell
JUDGE, SIXTH JUDICIAL DISTRICT OF IOWA

cc Co. Atty
G. Carroll, Asst Atty General.

7-28-08

BB

CLERK OF DISTRICT COURT
JOHNSON COUNTY, IOWA

2008 JUL 28 PM 3:44

FILED

Any other comments

Stevenson Earl, Tiffini A

From: David, Marcella
Sent: Monday, November 26, 2007 10:05 AM
To: Modestou, Jennifer A; Stevenson Earl, Tiffini A
Subject: FW: DM Register comparison of Big Ten reporting on sexual assaults

FYI, Marcella

Marcella David
Professor of Law & International Studies
Special Assistant to the President for Equal Opportunity & Diversity and
Associate Provost for Diversity

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202 Jessup Hall
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marcella-david@uiowa.edu

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From: Parrott, Steven R
Sent: Monday, November 26, 2007 7:54 AM
To: Parrott, Steven R; Kettner, Linda S; Lundell, Diana K; Maravetz, Steven J; Dean, Thomas K; Braun, Mark J; Yows, Kristina; Parrott, Steven R; Shullaw, Susan M; Baker, Thomas R; Marner, Belinda L; David, Marcella; Green, Charles D; Altnaier, Elizabeth M; Mims, Willie F; Curtis, Mary C
Subject: DM Register comparison of Big Ten reporting on sexual assaults

Erin Jordan produced an interesting report comparing sexual assault reporting on Big Ten campuses. The headline on this story is less inflammatory than what was on the front page of my print edition this morning.

Steve Parrott
Director of University Relations
University of Iowa
101 Jessup Hall
Iowa City, IA 52242

Ph: 319-335-0552
Cell: 319-530-6972

At U of I, review shows little push to report assaults
By ERIN JORDAN • REGISTER IOWA CITY BUREAU • November 26, 2007

Iowa City, Ia. — A University of Iowa policy does not urge students to report sexual assaults to police despite a federal law requiring universities to encourage law enforcement reports for all crimes.

The U of I policy instructs students that a sexual assault "may be" reported to the appropriate law enforcement agencies, or to the university administration, or both.

But a U.S. Department of Education handbook advising schools on how to comply with a law enacted by Congress in 1990, now known as the Clery Act, says: "Your policy must encourage individuals to report all crimes to campus police and police agencies ... in a timely manner."

A lack of information about how the U of I handled an alleged sexual assault last month has led Board of Regents President Michael Gartner to question whether the school's policies were followed and whether they are adequate.

Campus police were not notified until more than 20 days after the alleged sexual assault Oct. 14 at Hillcrest Residence Hall. U of I officials acknowledged Nov. 14 that three members of the U of I football team have been questioned in connection with the case, but the school has released no details about when officials became aware of the incident or what action they took.

A Des Moines Register review of sexual assault policies at other schools in the U of I's athletic conference, the Big Ten, found that those universities use more forceful language than the U of I does.

The University of Minnesota and Ohio State University "strongly encourage" sexual assault victims to report the crimes to police, and Michigan State University tells victims they "should immediately report" the crimes to law enforcement.

An executive with the nonprofit organization Security On Campus stopped short of criticizing the U of I policy on reporting sexual assaults but said the University of Minnesota's policy, for example, "is a lot more consistent with what the Clery law says."

"Under the Clery Act, the institution has to encourage the victim to go to police," said S. Daniel Carter, senior vice president of Security On Campus, which was founded in 1987 by Connie and Howard Clery following the rape and murder of their 19-year-old daughter at Lehigh University in Pennsylvania in 1986.

Tom Baker, associate dean of student services at the U of I, said last week that he could not comment on the university's policy on reporting sexual assaults because of its investigation into the Hillcrest case.

U of I Public Safety Director Chuck Green said that Baker had previously planned a review of the policy - in part because of the Clery Act.

The U of I's policy, included in a document called "Policies and Regulations Affecting Students" and published on the university's Web site, states:

"A victim of a sexual assault has two primary reporting options. An assault may be reported to the appropriate law enforcement agency or to the university administration, or both. The victim should be aware that a criminal investigation is greatly enhanced if evidence is collected and maintained immediately by the appropriate law enforcement agency."

If a victim wants to report an assault as a criminal act, the U of I's policy continues: "Assaults should be reported to the law enforcement agency that has jurisdiction over the location where the assault or abuse occurred. Institutional officials will assist victims in reporting the incident to the police if requested to do so."

Green said he has no problem with this policy, even though delayed reporting can hurt prosecution of sexual assault cases.

"We've always allowed a victim of sexual assault to determine when they want to go to police," Green said. "It's such a traumatic event to go through, often the victim doesn't know what to do immediately."

It's this trauma that presents a challenge when dealing with sexual assault cases, police and advocates said.

Victims, who feel physically or emotionally violated, could face questions about their morals and motives if they pursue criminal charges.

"The criminal justice process puts the survivor/victim under so much scrutiny," said Lore Rogers, interim co-director of the Sexual Assault Prevention and Awareness Center at the University of Michigan.

The U of I's policy states that representatives of the Iowa City-based Rape Victim Advocacy Program can provide

advocacy services within any U of I administrative process or any court proceeding. The program also "can help the victim make an appointment with a law enforcement officer to discuss options," according to the policy.

The U.S. Department of Education's handbook on compliance with the Clery Act states at one point in its discussion of sexual offenses that the act "does not mandate whom to contact or to whom the offense should be reported."

But, later in a checklist for compliance, it says that universities should have "policies and procedures encouraging accurate and prompt reporting of all crimes to campus police and local police."

The Register's comparison of policies at some Big Ten schools found varied approaches.

The University of Michigan's policy on reporting sexual assault lists five main options, with no priority placed on police. The policy also has a section advising students that to "retain control" they should report first to a confidential counselor, such those who work with Rogers.

The University of Minnesota's procedures on responding to incidents of sexual assault says: "Any ... student or employee who has been sexually assaulted or physically harmed is strongly encouraged to contact the police department for the location where the assault occurred."

Ohio State University's policy states that "any student who is a survivor of sexual assault is strongly encouraged to report the incident to the appropriate law enforcement agency."

The state of Ohio also has a law requiring residents to report all felonies to police.

But these rules aren't hard and fast when it comes to sexual assault victims, said Rick Amweg, director of Ohio State's Department of Public Safety.

"We aren't going to go out and charge a victim of a rape attack with not reporting a felony," Amweg said.

How universities follow through with their policies is critical, said Carter, the official with Security On Campus.

The Clery Act requires university officials to investigate sexual assault allegations once they learn of them. Officials must also accompany a sexual assault victim if the person wishes help in filing a police report, Carter said.

University officials must adhere to Title IX, a federal law best known for providing gender equity in sports.

But that law also requires schools to remedy a "hostile environment" that can be caused by alleged sexual assault, considered under the law an extreme form of sexual harassment.

This is often done by helping victims find alternative housing or rearrange class schedules so they can avoid alleged attackers.

Green said he knew what the U of I was doing in this regard in the Hillcrest case, but he would not comment.

The university has also not said how it assisted the woman who reported the alleged assault.

Carter said he approved of the U of I's decision to ask the Iowa Division of Criminal Investigation and the Iowa City Police Department to assist with the investigation.

"We support a policy that requires joint investigation between campus, local and sometimes state agencies," he said.

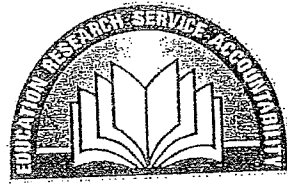
319/335-2841

FAX: 319/335-2830

marcus-mills@uiowa.edu

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August 4, 2008

Kirk Ferentz
Football Coach
University of Iowa
114 Recreation Building (RB)
Iowa City, IA 52242-1186

RE: Sexual Assault Records

Dear Mr. Ferentz:

On July 22, 2008, the Board of Regents created an Advisory Committee to the Board to re-investigate the University of Iowa's compliance with policies and procedures while investigating a sexual assault case.

On July 28, 2008, the District Court issued an Order that allows the release of documents to the Board of Regents regarding the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

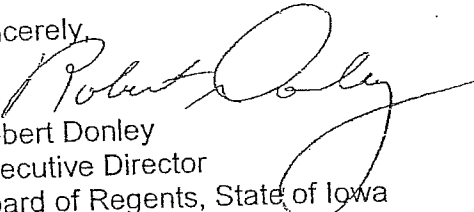
You or your office has been identified as someone who may have records regarding the matter.

Based upon the Court's July 28th Order, I am requesting that you provide the Board of Regents with copies of all documents and information, including but not limited to reports, memorandums, letters, e-mails, facsimiles, interview notes, witness statements, meeting notes, phone notes, regarding the University's investigation and handling of the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

Please provide your records directly to the Board Office.

Your immediate attention to my request is appreciated.

Sincerely,


Robert Donley
Executive Director
Board of Regents, State of Iowa

Copies to:
David Miles
Bonnie Campbell
Ruth Harkin
Bob Downer
Sally Mason
Marcus Mills
James Bryant



THE UNIVERSITY OF IOWA
SPORTS INFORMATION

RECEIVED

AUG 13 2008

**BOARD OF REGENTS
STATE OF IOWA**

TO: Robert Donley

FROM: Phil Haddy

RE: Sexual Assault Investigation

August 12, 2008

Regarding your request for records concerning the University of Iowa's sexual assault case. I was, quite frankly, not in the loop regarding this matter. I never sat in any meetings and, to my best knowledge, never had correspondence, emails, facsimiles regarding the matter.

I, obviously, took many media phone calls asking for information. In all cases I forwarded the calls, as instructed, to either Athletic Director Gary Barta or University Information Director Steve Parrott.

Don't hesitate to call with any further questions you might have regarding my involvement.

**Athletics Student Services**

301 Carver-Hawkeye Arena
Iowa City, Iowa 52242-1020
Info./Appts. 319-335-9384
Fax 319-335-9611

TO: Coach Long
FROM: Fred Mims WFM
DATE: April 1, 2008
RE: 2008 Spring Midterm Delinquency Report

Attached is your 2008 spring Midterm Delinquency Report. Please review the report carefully and encourage the students listed to meet with their athletic academic coordinator. Keep in mind that some students may have taken additional examinations or have dropped the course subsequent to the Registrar's Office issuing these midterm grades. As in previous years, this information is forwarded to us at the midpoint of each semester.

It is extremely important that we encourage those who are doing poorly to work closely with my office. The spring semester is a crucial one in meeting university, Big Ten, and NCAA academic requirements for the upcoming year. Performing poorly this semester might place a student in a situation where s/he will be ineligible and have to attend summer school.

We have ample services available to assist your student athletes in achieving academic success. But no matter what services we offer, we rely on your support in meeting their needs. If our coordinators report to you that members of your squad are not meeting their obligations by missing tutoring appointments, Learning Center or meetings with their advisors, please follow up on this immediately.

Please contact my office if you have any questions.

WFM/cgl

enc.

cc: Athletic Coordinators
Peter Gray
Nancy Parker

Governing Iowa's public
universities and special schools

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Lab Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center
Tri-State Graduate Center



BOARD OF
REGENTS
STATE OF IOWA

David W. Miles, President, West Des Moines
Jack B. Evans, Pro Tem, Cedar Rapids
Bonnie J. Campbell, Des Moines
Robert N. Downer, Iowa City
Michael G. Gartner, Des Moines
Ruth R. Harkin, Cumming
Craig A. Lang, Brooklyn
Rose A. Vasquez, Des Moines

Robert Donley, Executive Director

August 4, 2008

Chuck Green, Director
Department of Public Safety
University of Iowa
808 University Capitol Centre (UCC)
Iowa City IA 52242-5500

RE: Sexual Assault Records

Dear Mr. Green:

On July 22, 2008, the Board of Regents created an Advisory Committee to the Board to re-investigate the University of Iowa's compliance with policies and procedures while investigating a sexual assault case.

On July 28, 2008, the District Court issued an Order that allows the release of documents to the Board of Regents regarding the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

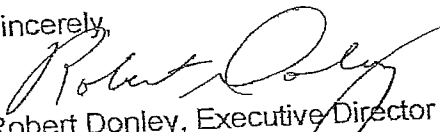
You or your office has been identified as someone who may have records regarding the matter.

Based upon the Court's July 28th Order, I am requesting that you provide the Board of Regents with copies of all documents and information, including but not limited to reports, memorandums, letters, e-mails, facsimiles, interview notes, witness statements, meeting notes, phone notes, regarding the University's investigation and handling of the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

Please provide your records directly to the Board Office.

Your immediate attention to my request is appreciated.

Sincerely,


Robert Donley, Executive Director
Board of Regents, State of Iowa

RECEIVED

AUG 12 2008

BOARD OF REGENTS
STATE OF IOWA

Copies to:
David Miles
Bonnie Campbell
Ruth Harkin
Bob Downer
Sally Mason
Marcus Mills
James Bryant

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) APPLICATION TO
) SEAL SEARCH WARRANT
)
)

5WCR081495

COMES NOW, Anne M. Lahey, Assistant Johnson County Attorney, and asks
the Court for an Order Sealing the Search Warrant filed herein as Number

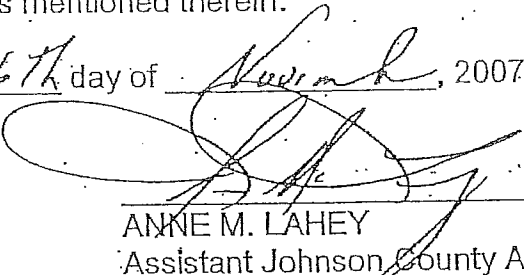
5WCR081495 in the Johnson County District Court.

1) Said Warrant, issued on November 14, 2007, is ready for Return.

2) The Applicant is requesting that upon return the Warrant and Return be
sealed and the Confidentiality pursuant to Section 808.13 remain for a period
of sixty days.

3) This request is made as Return may impede a continuing investigation and to
protect the privacy of persons mentioned therein.

Respectfully submitted this 16th day of November, 2007.


ANNE M. LAHEY
Assistant Johnson County Attorney

Copies of these pages
from Del Report given
to Marc Mills, General
Counsel, 1/15/08.

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) ORDER SEALING
) SEARCH WARRANT
)

SWCR 081495

The Court, having reviewed, the Application filed herein, finds the Search Warrant and Return should be sealed for a period of sixty days.

IT IS THEREFORE ORDERED that the Search Warrant SWCR 081495 be sealed for a period of sixty days.

Dated this 16th day of November, 2007.

Andrew R. Stuber
JUDGE, SIXTH JUDICIAL DISTRICT

EXHIBIT # 10-18927
CASE 0713451

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) APPLICATION TO
) SEAL SEARCH WARRANT
)
)

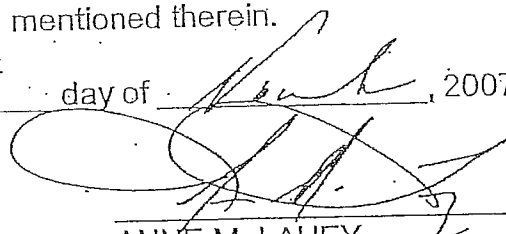
JWCRO81496

COMES NOW, Anne M. Lahey, Assistant Johnson County Attorney, and asks
the Court for an Order Sealing the Search Warrant filed herein as Number

JWCRO81496 in the Johnson County District Court.

- 1) Said Warrant, issued on March 15, 2007, is ready for Return.
- 2) The Applicant is requesting that upon return the Warrant and Return be sealed and the Confidentiality pursuant to Section 808.13 remain for a period of sixty days.
- 3) This request is made as Return may impede a continuing investigation and to protect the privacy of persons mentioned therein.

Respectfully submitted this 14 day of March, 2007.


ANNE M. LAHEY
Assistant Johnson County Attorney

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) ORDER SEALING
) SEARCH WARRANT
)
)

5 APR 08 14 96

The Court, having reviewed, the Application filed herein, finds the Search
Warrant and Return should be sealed for a period of sixty days.

IT IS THEREFORE ORDERED that the Search Warrant 5 APR 08 14 96
be sealed for a period of sixty days.

Dated this 16th day of November, 2007.

Andrew P. St. John
JUDGE, SIXTH JUDICIAL DISTRICT

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) APPLICATION TO
) SEAL SEARCH WARRANT
)
)

COMES NOW, Janet M. Lyness, Johnson County Attorney, and asks the Court
for an Order Sealing the Search Warrant filed herein as Number

SWCR081608 in the Johnson County District Court.

- 1) Said Warrant, issued on Nov. 20, 2007, is ready for Return.
- 2) The Applicant is requesting that upon return the Warrant and Return be sealed and the Confidentiality pursuant to Section 808.13 remain for a period of sixty days.
- 3) This request is made as Return may impede a continuing investigation and to protect the privacy of persons mentioned therein.

Respectfully submitted this 27th day of November, 2007.

Janet M. Lyness
JANET M. LYNES AT0004803
Johnson County Attorney

CLERK OF DISTRICT COURT
JOHNSON COUNTY, IOWA

EXHIBIT # 11-15
CASE 0713451 P1930

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

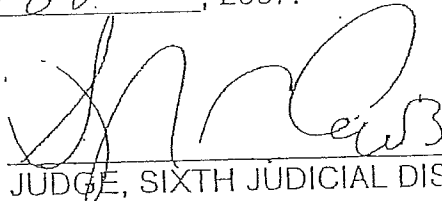
)
) ORDER SEALING
) SEARCH WARRANT
)
)

SWCRD 81608

The Court, having reviewed, the Application filed herein, finds the Search Warrant and Return should be sealed for a period of sixty days.

IT IS THEREFORE ORDERED that the Search Warrant SWCRD 81608 be sealed for a period of sixty days.

Dated this 27 day of Nov, 2007.


JUDGE, SIXTH JUDICIAL DISTRICT

CLERK OF DISTRICT COURT
JOHNSON COUNTY, IOWA

FILED

EXHIBIT # 11-16
CASE 0713457 P1931

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) APPLICATION TO
) SEAL SEARCH WARRANT
)
)

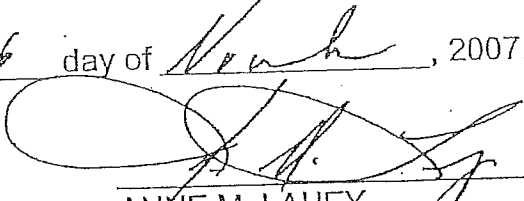
SWCR081493

COMES NOW, Anne M. Lahey, Assistant Johnson County Attorney, and asks
the Court for an Order Sealing the Search Warrant filed herein as Number

SWCR081493 in the Johnson County District Court.

- 1) Said Warrant, issued on March 14, 2007, is ready for Return.
- 2) The Applicant is requesting that upon return the Warrant and Return be sealed and the Confidentiality pursuant to Section 808.13 remain for a period of sixty days.
- 3) This request is made as Return may impede a continuing investigation and to protect the privacy of persons mentioned therein.

Respectfully submitted this 16 day of March, 2007.


ANNE M. LAHEY
Assistant Johnson County Attorney

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

JWCAP81493

)
) ORDER SEALING
) SEARCH WARRANT
)
)

The Court, having reviewed, the Application filed herein, finds the Search
Warrant and Return should be sealed for a period of sixty days.

IT IS THEREFORE ORDERED that the Search Warrant JWCAP81493
be sealed for a period of sixty days.

Dated this 16th day of November, 2007.


JUDGE, SIXTH JUDICIAL DISTRICT

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

SWCR081492

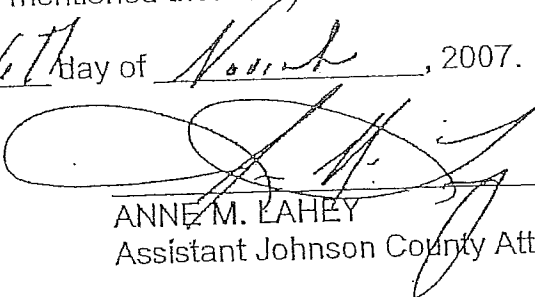
)
) APPLICATION TO
) SEAL SEARCH WARRANT
)
)

COMES NOW, Anne M. Lahey, Assistant Johnson County Attorney, and asks
the Court for an Order Sealing the Search Warrant filed herein as Number

SWCR081492 in the Johnson County District Court.

- 1) Said Warrant, issued on November 14, 2007, is ready for Return.
- 2) The Applicant is requesting that upon return the Warrant and Return be
sealed and the Confidentiality pursuant to Section 808.13 remain for a period
of sixty days.
- 3) This request is made as Return may impede a continuing investigation and to
protect the privacy of persons mentioned therein.

Respectfully submitted this 16th day of November, 2007.


ANNE M. LAHEY
Assistant Johnson County Attorney

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) ORDER SEALING
) SEARCH WARRANT
)
)

SWCR081492

The Court, having reviewed, the Application filed herein, finds the Search
Warrant and Return should be sealed for a period of sixty days.

IT IS THEREFORE ORDERED that the Search Warrant SWCR081492
be sealed for a period of sixty days.

Dated this 16th day of November, 2007.

Michael R. Stufeld
JUDGE, SIXTH JUDICIAL DISTRICT

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) APPLICATION TO
) SEAL SEARCH WARRANT
)
)


SNCR081494

COMES NOW, Anne M. Lahey, Assistant Johnson County Attorney, and asks
the Court for an Order Sealing the Search Warrant filed herein as Number

SNCR081494 in the Johnson County District Court.

- 1) Said Warrant, issued on November 14, 2007, is ready for Return.
- 2) The Applicant is requesting that upon return the Warrant and Return be
sealed and the Confidentiality pursuant to Section 808.13 remain for a period
of sixty days.
- 3) This request is made as Return may impede a continuing investigation and to
protect the privacy of persons mentioned therein.

Respectfully submitted this 16th day of Nov, 2007.



ANNE M. LAHEY
Assistant Johnson County Attorney

IN THE IOWA DISTRICT COURT IN AND FOR JOHNSON COUNTY

IN THE MATTER OF
SEARCH WARRANT

)
) ORDER SEALING
) SEARCH WARRANT
)

SWCR081494

The Court, having reviewed, the Application filed herein, finds the Search Warrant and Return should be sealed for a period of sixty days.

IT IS THEREFORE ORDERED that the Search Warrant SWCR081494 be sealed for a period of sixty days.

Dated this 16th day of November, 2007.

Amelia B. Hefner
JUDGE, SIXTH JUDICIAL DISTRICT

EXHIBIT # B-22
CASE 0713464

*Governing Iowa's public
universities and special schools*

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Lab Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center
Tri-State Graduate Center



BOARD OF
REGENTS
STATE OF IOWA

David W. Miles, President, *West Des Moines*
Jack B. Evans, Pro Tem, *Cedar Rapids*
Bonnie J. Campbell, *Des Moines*
Robert N. Downer, *Iowa City*
Michael G. Gartner, *Des Moines*
Ruth R. Harkin, *Cumming*
Craig A. Lang, *Brooklyn*
Rose A. Vasquez, *Des Moines*

Robert Donley, *Executive Director*

July 30, 2008

Marcus Mills
Vice President of Legal Affairs - General Counsel
University of Iowa
120 Jessup Hall
Iowa City, Iowa 52242

RE: Sexual Assault Records

Dear Marc:

Yesterday, I received a copy of the Court Order issued July 28th in response to the University's Application to Allow Disclosure of Information to the Board of Regents and Board Counsel. The Order allows the Office of Equal Opportunity and Diversity and any other department, agent or employee of the University to release to the Board of Regents and Board Counsel any information subject to the Court's November 14, 2007 Order.

Based upon the Court's July 28th Order, I am requesting that you provide me with copies of all documents and information from all relevant University departments and staff, including but not limited to reports, memorandums, letters, e-mails, facsimiles, interview notes, witness statements, meeting notes, phone notes, regarding the University's investigation and handling of the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

Your immediate attention to my request is appreciated.

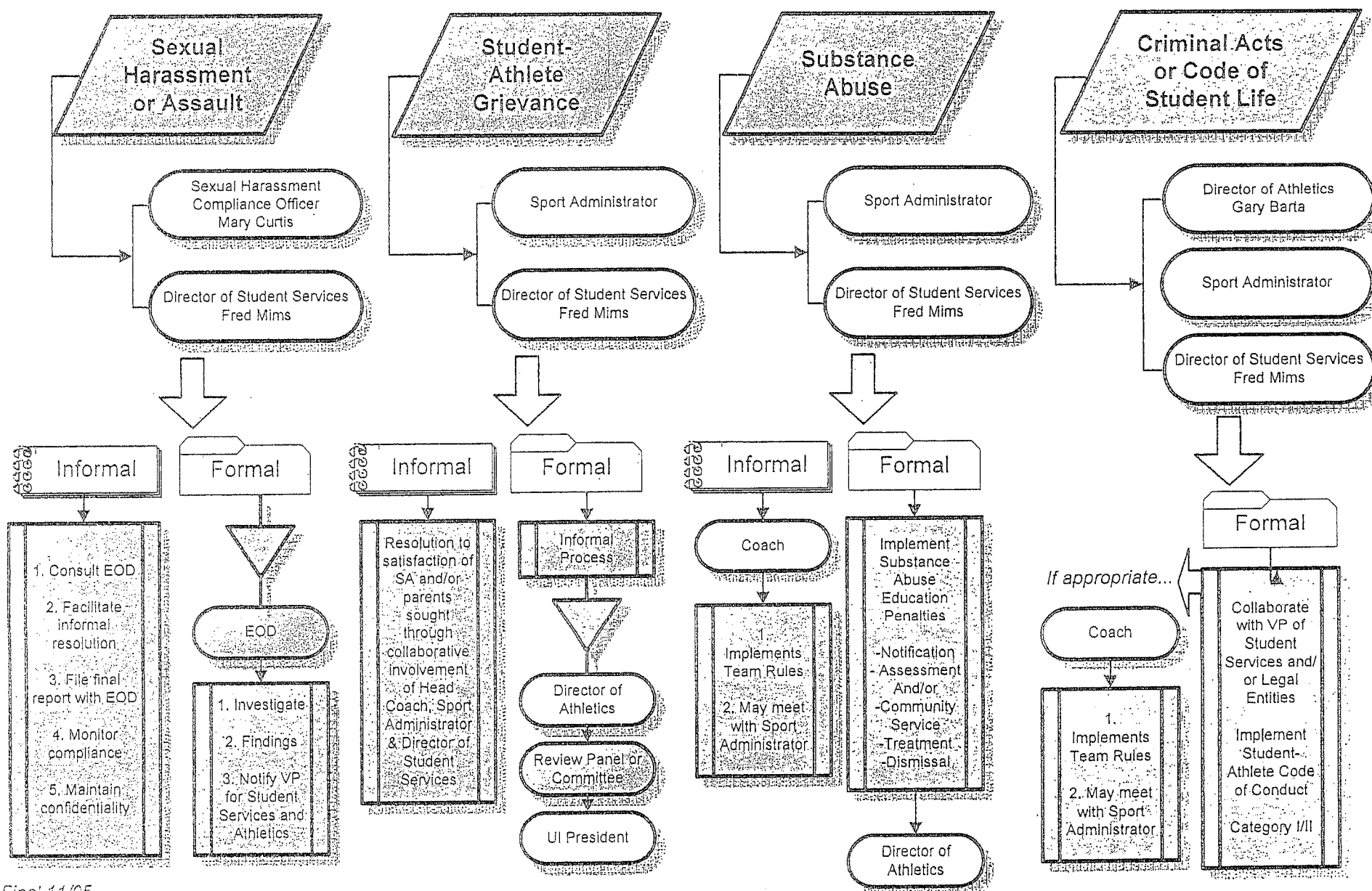
Sincerely

Thomas Evans
General Counsel
Board of Regents, State of Iowa

Copy to:

David Miles
Bonnie Campbell
Ruth Harkin
Bob Downer
Bob Donley
Sally Mason

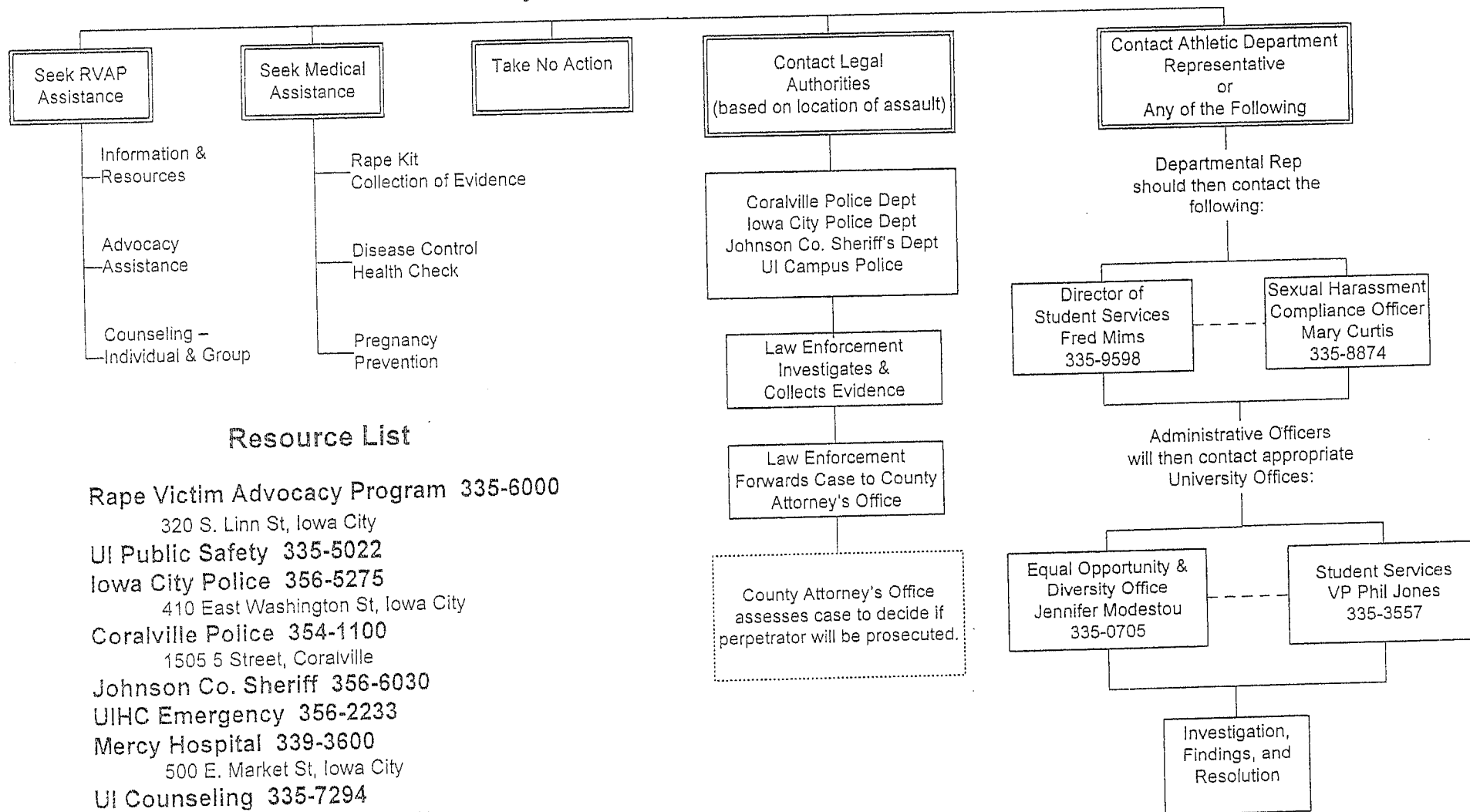
Initial Notification Procedures Student-Athlete Incidents *UI Department of Athletics*



Resource and Referral Options For Victims of Sexual Assault

UI Department of Athletics

Victim may choose any or all of the following:



Resource List

Rape Victim Advocacy Program 335-6000

320 S. Linn St, Iowa City

UI Public Safety 335-5022

Iowa City Police 356-5275

410 East Washington St, Iowa City

Coralville Police 354-1100

1505 5 Street, Coralville

Johnson Co. Sheriff 356-6030

UIHC Emergency 356-2233

Mercy Hospital 339-3600

500 E. Market St, Iowa City

UI Counseling 335-7294

3223 Westlawn, University of Iowa

(See Page 2 for details on each option.)

Information on Sexual Assault Resources

P1992

Seek RVAP Assistance

Rape Victim
Advocacy Program

24 Hour Crisis Line -
335-6000 - crisis intervention,
counseling, support, information,
and referrals.

Advocacy

Victim/survivors have a legal
right to have a sexual
assault advocate present at
all legal and medical
procedures. RVAP also
provides advocacy within the
University System.

Counseling

Counseling is available
through RVAP and/or
University Counseling. Many
survivors find it helpful to
work with a counselor to
help them deal with the
impact of the assault and the
recovery process.

Seek Medical Assistance

A Sexual Assault Exam is
available at UIHC or
Mercy Hospital at no cost
to the victim. The victim
should try to do this within
the first 72 hours.

The exam includes
preventative medication
for sexually transmitted
infections, pregnancy,
and evidence collection.
The exam is done by a
Sexual Assault Nurse
Examiner (SANE) who is
an R.N. with advanced
training and certification
in conducting sexual
assault exams.

Go directly to the hospital
or contact RVAP at
335-6000 to make
arrangements to go to the
hospital.

Law Enforcement

Law Enforcement

In Johnson County, the
victim can tell a police
officer about what
happened without
making an immediate
decision about whether
the victim wants criminal
charges filed.

Contact law enforcement
directly or call RVAP at
335-6000 to make
arrangements to go to
the police station.

Court Situations

The Johnson County Attorney
prosecutes the case on behalf
of the State. The victim is a
witness and does not usually
need to obtain legal counsel
in a criminal case. Civil
cases do require that a victim
retain an attorney.

Departmental Notification

If an incident is reported to
someone in Athletics, that
departmental staff person
has an obligation to notify
the departmental Sexual
Harassment Officer (staff
and student-athlete incidents)
and/or the Director of Student
Services (student-athlete
incidents).

The only time this does
not occur is when the
individual opts to speak
with a Confidential Resource
(Ombudsperson, Faculty and
Staff Services, UI Counseling,
WRAC, or a certified sexual
assault RVAP counselor)
instead of a departmental
employee.

Senior Administrators will
implement the appropriate
protocol and notify the
appropriate University
offices – EOD and/or UI
Student Services.

Endorsement On Search Warrant Application

1. In issuing the search warrant, the undersigned relied upon the sworn testimony of the following person(s) together with the statements and information contained in the Application and any Attachments thereto:

NameAddress

2. Abstract of Testimony: (information received in addition to that set forth in the Application and the Attachments thereto.)

None

3. The undersigned has relied, at least in part, on information supplied by a confidential informant to the peace officer(s) shown on Attachments _____.

The informant's information appears credible because: (select)

- a. Sworn testimony indicates this informant has given reliable information on previous occasions; or,
- b. Sworn testimony indicates this informant has not been used before but that either the informant appears credible or the information appears credible for the following reasons (if credibility is based on this ground, the magistrate MUST set out reasons here):

Magistrate/Judge

[ICAA 1985] SEARCH WARRANT APPLICATION - ENDORSEMENT

#3-1E

CONFIDENTIAL

FAX MESSAGE

To: Mary Curtis, Athletics Administration Fax 5-9333

FROM: Tom Baker, Associate Dean of Students
Office of the Vice President for Student Services
Rm 249 IMU

DATE: 10/23/2007

This transmission consists of 2 page(s), in addition to this cover page. If you experience difficulties receiving the entire transmission, please call (319) 335-3557. Replies may be faxed to (319) 335-3559.

IMPORTANT: This facsimile transmission is intended only for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential or otherwise protected from disclosure under applicable law. If the reader of this transmission is not the intended recipient or the employee of agent responsible for delivering the transmission to the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this transmission or its contents is strictly prohibited. If you have received this transmission in error, please notify us immediately.

Iowa City, IA 52245

319/335-2841

FAX: 319/335-2830

marcus-mills@uiowa.edu

Baker, Thomas R

From: Jones, Phillip E
Sent: Friday, November 02, 2007 2:00 PM
To: Hiatt, Kurtis K
Cc: Baker, Thomas R
Subject: RE: Nov. 1, 2007

We do not release student information without the student's consent. You may obtain specific arrest information from the Iowa City Police on line reports.

PEJones

From: kkhhiatt@gmail.com [mailto:kkhiatt@gmail.com] On Behalf Of Kurtis Hiatt
Sent: Thursday, November 01, 2007 5:29 PM
To: Jones, Phillip E
Subject: Nov. 1, 2007

Mr. Jones,

I apologize if there was a miscommunication on the phone earlier today. The report that Dean Baker provided us with, regarding the breakdown of arrests and which group received the arrest, was the report we were looking for. But we are wondering if there is any way we can get the report broken down by individual arrest. Is that the report you had said falls under FERPA? If it doesn't, we would like to request that, as well. Please let me know either way. E-mail is the best way to make sure I get the message. Thank you for your time.

--
Kurt Hiatt
Cops Reporter
The Daily Iowan
Cell: 563-542-1447
Newsroom: 319-335-5859
Fax: 319-335-6297
kkhiatt@gmail.com

RECEIVED

Stange, Von

AUG 15 2008

From: Tuttle, Ilene [BOARD] [ituttle@iastate.edu]
Sent: Thursday, August 14, 2008 8:04 AM
To: Stange, Von
Subject: RE: Attached letter -- A signed original will be sent via U.S. Mail.

BOARD OF REGENTS
STATE OF IOWA

Thanks for checking. Please copy the info and send it U.S. Mail to the following address:

Bob Donley, Executive Director
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905

Mr. Donley -

*This is all the material I
have in my possession. I
haven't included housing
contracts for the individuals
involved, but if you want them,
please ask. I didn't feel they
were directly related to the
pending alleged assault.*

Von Stange

Ilene Tuttle
Executive Assistant
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905
Phone: 515/281-6425
Fax: 515/281-6420

ituttle@iastate.edu

From: Stange, Von [mailto:von-stange@uiowa.edu]
Sent: Wednesday, August 13, 2008 4:31 PM
To: Tuttle, Ilene [BOARD]
Subject: RE: Attached letter -- A signed original will be sent via U.S. Mail.

Ilene, what is the best way to send information, via US Mail or by scanning and sending them to you electronically?
Please advise.

Von Stange, Ed.D.
Director of University Housing
The University of Iowa
8 Burge Hall
Iowa City, IA 52242
von-stange@uiowa.edu
phone: 319-335-3000

From: Tuttle, Ilene [BOARD] [mailto:ituttle@iastate.edu]
Sent: Monday, August 04, 2008 6:11 PM
To: Stange, Von
Subject: Attached letter -- A signed original will be sent via U.S. Mail.

August 4, 2008

Dr. Von Stange, Director, ~~Residence Services~~ University Housing
University of Iowa
University Housing Administration
8 Burge (B)
Iowa City IA 52242
RE: Sexual Assault Records

Dear Stange:

On July 22, 2008, the Board of Regents created an Advisory Committee to the Board to re-investigate the University of Iowa's compliance with policies and procedures while investigating a sexual assault case.

On July 28, 2008, the District Court issued an Order that allows the release of documents to the Board of Regents regarding the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

You or your office has been identified as someone who may have records regarding the matter.

Based upon the Court's July 28th Order, I am requesting that you provide the Board of Regents with copies of all documents and information, including but not limited to reports, memorandums, letters, e-mails, facsimiles, interview notes, witness statements, meeting notes, phone notes, regarding the University's investigation and handling of the alleged sexual assault of October 14, 2007 on the University of Iowa campus.

Please provide your records directly to the Board Office.

Your immediate attention to my request is appreciated.

Sincerely,

Robert Donley, Executive Director
Board of Regents, State of Iowa

Copies to:
David Miles
Bonnie Campbell
Ruth Harkin
Bob Downer
Sally Mason
Marcus Mills
James Bryant

CONTRACT RELEASE PETITION
University Of Iowa – Department of Residence Services
READ THESE INSTRUCTIONS CAREFULLY

University of Iowa Residence Hall contracts are for the academic year -- both Fall and Spring semesters. Students may not cancel their contract except for reasons listed in section 6 of the contract.

A request for contract release will be considered only when extenuating circumstances beyond your control developed after the deadline for canceling the contract; and the circumstances must be of a nature that living in the residence halls is no longer a viable option. All such circumstances must have the supporting written documentation outlined below. Any circumstances related to the student's physical and/or emotional health concerns must have the required documentation from the student's attending physician. Our first obligation is to assist you in resolving your dilemma while remaining in University Housing. A room/hall change will be considered first to resolve health, financial or other problems.

Petitions are reviewed by the Contract Review Committee based upon your meeting with the Committee and statements and documentation provided on your behalf. The Contract Review Committee reserves the right to request additional substantiation as warranted by their review. Failure to provide substantial proof of financial hardship or reasonable justification why other University housing options cannot address your situation will result in the denial of your request for release.

It is your responsibility to make inquiries or obtain documentation for your petition.

DOCUMENTATION: The petition will not be reviewed by the Contract Review Committee if the documentation provided is incomplete or otherwise deemed by the Contract Review Committee as inadequate to permit a final decision. The Contract Review Committee may request further documentation or contact and consult with other Housing or University departments and staff members, including: Resident Assistant, Area Coordinator, University Counseling Service. The required documentation for the Contract Review Committee includes, but is not limited to:

Medical: Submit documentation that a medical/psychological condition exists that was non-existent prior to the contract binding date or date you assumed occupancy. You must provide a letter from your physician, a licensed social worker, psychologist or medical practitioner that states a diagnosis of your condition with date of onset. **This letter must also state how the University's housing facilities contribute to this condition and that continued residence would be detrimental to your condition, and how your proposed residence will improve your condition.**

Financial: Submit documentation of a substantial, demonstrable, non-replaceable loss of financial support after the contract binding date or assuming occupancy. This may include, but is not limited to circumstances such as:

- 1) Parent's loss of employment (student must include copy of the separation/termination).
- 2) Unexpected medical expenses, not covered by insurance, after assuming occupancy (must provide documentation).

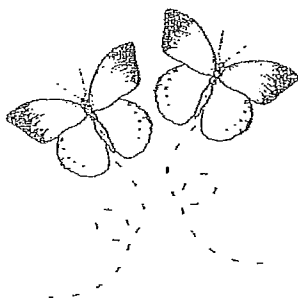
Other: Your reasons for petitioning for a Contract Release do not fit any of the specified categories. You still must submit documentation to verify your situation.

Note: If your petition involves extenuating circumstances related to an irreconcilable residence hall issue, you must first discuss your situation with your Resident Assistant and/or your Area Coordinator and try to resolve the problem within the residence hall system.

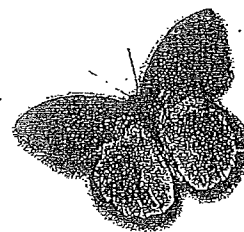
INSTRUCTIONS: To be considered for release from your contract obligations, you must prove that there has been a significant and unforeseen change in circumstances that occurred after the contract binding date. **The petitioner must attach a document stating the reason(s) for requesting a release and include ALL supporting documentation.**

The letter **MUST** answer the following questions:

- 1) How have your circumstances changed since the contract binding date or the date you assumed occupancy? Please cite specific instances and include appropriate documentation. (See documentation section.)
- 2) If you will not be living in the halls, where do you intend to live? What will your financial obligation be (rent, utilities, food)?
- 3) You must have investigated alternative ways of solving your financial problem such as applying for financial aid. (This includes loans, grants, scholarships, work-study, etc.) If you already receive financial aid, please provide us with your financial aid award letter. If you have not applied for financial aid, why not?

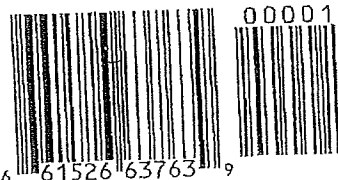


God Bless You




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I HAVE NOT STOPPED
GIVING THANKS FOR YOU,
REMEMBERING YOU
IN MY PRAYERS.

EPHESIANS 1:6

James:

1. There was no note (email or otherwise) to the office of Equal Opportunity and Diversity [EOD] asking them to work on the investigation quickly. Marcella David instead stated the following:

President Mason verbally asked EOD to make sure they conducted a thorough and fair investigation and to try to handle as expeditiously as possible. Marcella couldn't give an exact date that President Mason told this to EOD but said that it occurred within a two week time frame (sometime between when Athletics turned over information to EOD on October 22 or 23 and when EOD finished their investigation on November 9).

2. We can confirm that President Mason met with representatives from WISE, WRAC, RVAP and CSW (Council on the Status of Women) on August 28. At that meeting, she was given a notebook of information from each of these groups (rather than sending the rather bulky notebook, I instead made copies of what was in the notebook)
3. I have also attached other documents (as per President Mason's request that might be of interest to you).

Marilyn Brown
09/02/08

September 2, 2008

James:

- 1) I was given the bulk of the materials attached on August 28, 2007, shortly after arriving on campus.
- 2) Following a search process, I was able to bring a senior associate (Professor Jonathan Carlson) into the office in January, 2008, and I tasked him with reviewing all of our "diversity/equality" efforts to help me figure out where we were and how we should move forward – given the many reports and suggested actions.
- 3) His response, after thorough review, is attached (dated May 19).

Sally Mason
President